

HR IN KNOWLEDGE MANAGEMENT



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UNIT-I: Introduction to knowledge management • Understanding the significance of KM through a discussion on theories of the firm • Understanding the history, and the

close relationship of KM with other concepts •

Understanding the three major inputs viz. strategy, people and IT for a successful KM system.

UNIT-II: Understanding knowledge • Understanding the difference between data, information and knowledge • Understanding the various types of knowledge viz. tacit and explicit • the consequences of knowledge types on managing knowledge

UNIT-III: Knowledge management and organization design • Emphasis on people vs. emphasis on technology in managing knowledge and its impact on organization design • Understanding how organization structure can affect knowledge management

UNIT-IV: Knowledge management and culture • Why and how culture affects knowledge? • Why should individual “share” knowledge and how organizational culture can help mitigate individual’s fears

UNIT-V: Knowledge management, strategy and HRM • Understanding the need to align individual needs with organization • How HRM can design reward systems to facilitate KM • Using “organizational routines” for managing knowledge

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