

Knowledge management

[Business](#), [Management](#)



Knowledge Management KNOWLEDGE MANAGEMENT Interdisciplinary Roots of Knowledge Management Organization science Organization science, historically, has focused on the processes of organizational change from several perspectives. Some of the most essential impacts on knowledge management are from organizational change and change management, organizational development with emphasis on organizational memory and organizational learning, organizational culture, organizational intelligence, the organizational evolution theory.

HR management

HR management refers to the system in the organization that prepares and implements decisions on personnel in securing effective and available personnel. In addition, knowledge management has its basis in HR management approaches whose research tradition, particularly in the recruitment and training of talent and employee skill development, are of significant relevance to knowledge management.

Computer science and management information systems

ICT represents a vital enabling factor for initiatives of knowledge management. In this case, both MIS researchers and computer scientists are substantially interested in knowledge management. Practitioners and researchers in Artificial Intelligence are especially interested in knowledge management, moving their focus away from knowledge and expert based systems. The most common theory in research on socio-technical systems is, generally, the systems theory. In addition, the view of organizations as systems of knowledge processing offers important insight for KM.

Management science

Business transformation into knowledge intensive or knowledge based and intelligent organizations significantly influence organizations, especially with regards to management. Because these developments are essential in nature, several scholars have attempted to place knowledge as the basis of new theories concerning the firm. In the last ten years or so, competencies and knowledge have also been examined as part of the resource-based view of organizations in strategic management. On top of strategic management, other concepts and approaches of management are also influential on KM, which, by definition, is a function of management.

Psychology and sociology

Organizations for a long while have been a central focus of two active sociology and psychology fields; organizational sociology and organizational psychology. These research fields involve how humans behave from a collective and individual perspective in organizations. Some concepts have been adopted into organizational science and knowledge management. Also, concepts in knowledge sociology provide explanations for socially-constructed knowledge that is normally an underlying foundation of approaches in KM.

Differences between Knowledge Management and Information Management

From a practical view point, both knowledge management and information management involve the systematic use of both information and knowledge in achieving the goals of the organization. This systematic use is inherently tied to standardization in order to achieve requisite conditions for quality control, performance enhancement, scalability, effectiveness, and efficiency. Standardization and systemization look differently depending on what the

management subject is, in this case knowledge or information. Information can be defined as value-added data, which involves the process of changing a resource (data) into capital (information). Therefore, in information management, standardization and systemization are related closely to value addition. Nonetheless, knowledge, can be defined as the ability to perform particular tasks within particular contexts. Therefore, standardization and systemization is focused on the process, context, task, and ability. The latter 3 involve knowledge capture, where the methodologies of information management are heavily used by applying standardization and systemization, giving partial abilities of knowledge retention and transfer. However, they do not achieve knowledge creation because this process has its basis in the process of communication, which has closer a closer relationship with interactions and, thus, more organizational-centered approaches. Therefore, knowledge management, unlike information management, is more client-oriented.

References

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