

The Effect Of Knowledge Sharing On Organization Performance

The proceedings of the 6th International Seminar & Conference on Learning Organization (ISCLO) with the theme “Enhancing Organization’s Competitiveness through Knowledge Sharing and Learning Culture in the 4.0 Era” provides research results from scientists, scholars and practitioners, exchanging information and discussing the latest issues related to topics such as Marketing, Human Resources, Industrial Behavior and Knowledge Management, Entrepreneurship and Strategic Management, IT and Operations Management Economics, Financial and Accounting. These papers will contribute to the enhancement of the organization's competitive advantage with technology serving as a supporting system for knowledge sharing and learning culture. These proceedings will be of interest to scholars, practitioners, government and the industry employees, taking part in increasing Global Competitiveness in the coming years.

"This book combines research on the cultural, technical, organizational, and human issues surrounding the creation, capture, transfer, and use of knowledge

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in today's organizations. Topics such as organizational memory, knowledge management in enterprises, enablers and inhibitors of knowledge sharing and transfer, and emerging technologies of knowledge management, offering information to practitioners and scholars in a variety of settings"--Provided by publisher.

As the business community trends toward placing a greater priority and value conception on organizational knowledge management and memory, organizations worldwide are sharing an increasing urgency in the need for proven technologies and research-based practices to guide their efforts to preserve and realize competitive advantage from their organizational knowledge assets.

""Knowledge Management, Organizational Memory and Transfer Behavior: Global Approaches and Advancements"" is a comprehensive, international collection of first-rate research into the field of knowledge management. This book captures an in-depth knowledge base for academia and industry on the most current and useful concepts, applications, and processes relevant to the successful management of knowledge assets.

Addresses the key skills that are required in organisations in the information intensive society. The book examines the power of information behaviour on the construction of different kinds of shared knowledge and social identity in a group.

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An introduction to the different dimensions of social capital that is structural and cognitive, and looks at the relational aspects of information behaviour in organisations. Experiences are analysed in two different case studies - in the financial and biotechnology industries - in order to gain additional insights in how the internal organisation environment should be designed to support the development of the organisation's intellectual capital. Introduces social capital dimensions to the knowledge management framework Provides empirical work on the new combination of social capital and organizational information behaviour. Two different information sharing practices are presented: a claims handling unit (routine based work) and a biotechnology firm (expert work) Develops social capital measures into qualitative information research Shared Leadership: Reframing the Hows and Whys of Leadership brings together the foremost thinkers on the subject and is the first book of its kind to address the conceptual, methodological, and practical issues for shared leadership. Its aim is to advance understanding along many dimensions of the shared leadership phenomenon: its dynamics, moderators, appropriate settings, facilitating factors, contingencies, measurement, practice implications, and directions for the future. The volume provides a realistic and practical discussion of the benefits, as well as the risks and problems, associated with shared

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leadership. It will serve as an indispensable guide for researchers and practicing managers in identifying where and when shared leadership may be appropriate for organizations and teams.

Technology is used in various forms within today's modern market. Businesses and companies, specifically, are beginning to manage their effectiveness and performance using intelligent systems and other modes of digitization. The rise of artificial intelligence and automation has caused organizations to re-examine how they utilize their personnel and how to train employees for new skillsets using these technologies. These responsibilities fall on the shoulders of human resources, creating a need for further understanding of autonomous systems and their capabilities within organizational progression. Transforming Human Resource Functions With Automation is a collection of innovative research on the methods and applications of artificial intelligence and autonomous systems within human resource management and modern alterations that are occurring. While highlighting topics including cloud-based systems, robotics, and social media, this book is ideally designed for managers, practitioners, researchers, executives, policymakers, strategists, academicians, and students seeking current research on advancements within human resource strategies through the implementation of information technology and automation.

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Becoming a Knowledge-Sharing Organization A Handbook for Scaling Up Solutions through Knowledge Capturing and Sharing World Bank Publications Case Studies in Knowledge Management provides rich, case-based lessons learned from several examples of actual applications of knowledge management in a variety of organizational and global settings. A variety of KM issues are explored, including issues associated with building a KMS, organizational culture and its effect on knowledge capture, sharing, re-use, strategy, and implementation of KM initiatives and a KMS. The benefit of focusing on case and action research is that this research provides an extensive and in-depth background and analysis on the subjects, providing readers with greater insight into the issues discussed.

Information technology is a powerful tool for meeting environmental objectives and promoting sustainable development. This collection of papers by leaders in industry, government, and academia explores how information technology can improve environmental performance by individual firms, collaborations among firms, and collaborations among firms, government agencies, and academia. Information systems can also be used by nonprofit organizations and the government to inform the public about broad environmental issues and environmental conditions in their neighborhoods. Several papers address the

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challenges to information management posed by the explosive increase in information and knowledge about environmental issues and potential solutions, including determining what information is environmentally relevant and how it can be used in decision making. In addition, case studies are described and show how industry is using information systems to ensure sustainable development and meet environmental standards. The book also includes examples from the public sector showing how governments use information knowledge systems to disseminate “best practices” beyond big firms to small businesses, and from the world of the Internet showing how knowledge is shared among environmental advocates and the general public.

This book serves as a reference for individuals interested in knowledge management (KM) and educational issues surrounding KM. It looks at KM as an emerging profession and the need to educate a new generation of knowledge professionals to deal with managing knowledge on the one hand and managing knowledge workers on the other hand. In particular, it examines the skills and competencies of knowledge professionals; and how educational programs can address these demands – covering such issues as determining the optimal mix of subjects from the various disciplines that develop the requisite professional competencies. The first book to cover KM education Adopts a multidisciplinary

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approach to KM education Based on the many years of experience of the author in KM education

These proceedings represent the work of researchers participating in the 11th International Conference on Intellectual Capital, Knowledge Management & Organisational Learning - ICICKM 2014, which this year is being held at The University of Sydney Business School, The University of Sydney, Australia. The Conference Co-Chairs are Dr John Dumay from Macquarie University, Sydney, Australia and Dr Gary Oliver from the University of Sydney, Australia. The conference will be opened with a keynote by Goran Roos, Advanced Manufacturing Council, Adelaide, Australia who will address the topic of "Intellectual capital in Australia: Economic development in a high cost economy." The second day will be opened with a from James Guthrie, University of Sydney, Australia on the topic of "Intellectual Capital and the Public Sector Research: Past, Present, and Future."

Within the past ten years, tremendous innovations have been brought forth in information technology and knowledge management. Some of the key technical innovations have included the introduction of social media, artificial intelligence, as well as improved network connectivity and capacity. Effective Knowledge Management Systems in Modern Society is a critical scholarly resource that

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presents an overview of how technical, social, and process changes are impacting the way knowledge systems are being designed. Featuring coverage on a broad range of topics such as knowledge engineering, cognitive ergonomics, and interorganizational knowledge, this book is geared toward consultants, practitioners, and researchers seeking current research on how new approaches in knowledge management impact information technology professionals.

This book provides a perspective on knowledge management at Siemens - an internationally recognised benchmark - by presenting the reader with the best of the corporation's practical applications and experiences. Tom Davenport and Gilbert Probst bring together instructive case studies from different areas that reflect the rich insights gained from years of experience in practising knowledge management. Most of the cases have been updated for the second edition. New cases have been added. The Knowledge Management Case Book provides a comprehensive account of how organisational knowledge assets can be managed effectively. Specific emphasis is given to the development of generic lessons that can be learned from Siemens' experience. The book also offers a roadmap to building a "mature knowledge enterprise", thereby enhancing our understanding of the steps that need to be taken in order to sustain competitive

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dominance in the knowledge economy. Presenting applications from very different areas, this practice-orientated book is really outstanding in the broad field of KM literature. "Perhaps the most revealing - and interesting - part of the cases in this book is not the analysis of the various knowledge management tools and processes, but the description of their development, of how they come about, of how commitment was gained, of how implementation was led." Yves Doz, The Timken Chaired Professor of Global Technology and Innovation at INSEAD, Fontainebleau "This case book brings insights how our most valuable resource makes those tools happen. I found this book exciting reading, because it is, to my knowledge, the only book where a single company with a wide variety of knowledge management approaches accumulates years of experiences and lessons learned. Edited by two of the leading thinkers in the field of knowledge management, this book will show the way you practise knowledge management in your company." Heinz Fischer, Global Head of HR, Deutsche Bank AG "This book is a rare and valuable description of a single company's knowledge management journey. Siemens has made impressive advances in becoming a knowledge-driven firm, and this volume details many of its directions and waystations." Laurence Prusak, Executive Director, IBM Institute for Knowledge Management "Though there are many books on Knowledge Management, this is

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a unique one on a sense that it provides practical application of KM rather than the jargon." Sushil, Modi Foundation Chair Professor and Group Chair, Department of Management Studies, Indian Institute of Technology, New Delhi "Fascinating.... Lays a foundation for understanding human history."—Bill Gates In this "artful, informative, and delightful" (William H. McNeill, New York Review of Books) book, Jared Diamond convincingly argues that geographical and environmental factors shaped the modern world. Societies that had had a head start in food production advanced beyond the hunter-gatherer stage, and then developed religion --as well as nasty germs and potent weapons of war --and adventured on sea and land to conquer and decimate preliterate cultures. A major advance in our understanding of human societies, *Guns, Germs, and Steel* chronicles the way that the modern world came to be and stunningly dismantles racially based theories of human history. Winner of the Pulitzer Prize, the Phi Beta Kappa Award in Science, the Rhone-Poulenc Prize, and the Commonwealth club of California's Gold Medal.

The University of Jyväskylä is proud to welcome the 12th edition of the European Conference in Cyber Warfare to Jyväskylä. We intend to make this event as enjoyable as possible both on scientific and human aspects. As in previous years, ECCWS will address elements of both theory and practice of all aspects of Information Warfare and

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Security, and offers an opportunity for academics, practitioners and consultants involved in these areas to come together and exchange ideas. We also wish to attract operational papers dealing with the critical issue that the modern world has to face regarding the evolution of cyberwarfare capabilities development by nation states. The programme for the event promises an extensive range of peer-reviewed papers, networking opportunities and presentations from leaders in the field."

International Conference on Industrial Engineering and Engineering Management is sponsored by Chinese Industrial Engineering Institution, CMES, which is the unique national-level academic society of Industrial Engineering. The conference is held annually as the major event in this area. Being the largest and the most authoritative international academic conference held in China, it supplies an academic platform for the experts and the entrepreneurs in International Industrial Engineering and Management area to exchange their research results. Many experts in various fields from China and foreign countries gather together in the conference to review, exchange, summarize and promote their achievements in Industrial Engineering and Engineering Management fields. Some experts pay special attention to the current situation of the related techniques application in China as well as their future prospect, such as Industry 4.0, Green Product Design, Quality Control and Management, Supply Chain and logistics Management to cater for the purpose of low-carbon, energy-saving and emission-reduction and so on. They also come up with their assumption and

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outlook about the related techniques' development. The proceedings will offer theatrical methods and technique application cases for experts from college and university, research institution and enterprises who are engaged in theoretical research of Industrial Engineering and Engineering Management and its technique's application in China. As all the papers are feathered by higher level of academic and application value, they also provide research data for foreign scholars who occupy themselves in investigating the enterprises and engineering management of Chinese style.

Why do some organizations learn at faster rates than others? Why do organizations "forget"? Could productivity gains acquired in one part of an organization be transferred to another? These are among the questions addressed in *Organizational Learning: Creating, Retaining and Transferring Knowledge*. Since its original publication in 1999, this book has set the standard for research and analysis in the field. This fully updated and expanded edition showcases the most current research and insights, featuring a new chapter that provides a theoretical framework for analyzing organizational learning and presents evidence about how the organizational context affects learning processes and outcomes. Drawing from a wide array of studies across the spectrum of management, economics, sociology, and psychology, *Organizational Learning* explores the dynamics of learning curves in organizations, with particular emphasis on how individuals and groups generate, share, reinforce, and sometimes forget knowledge. With an increased emphasis on service organizations, including healthcare, Linda

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Argote demonstrates that organizations vary dramatically in the rates at which they learn—with profound implications for productivity, performance, and managerial and strategic decision making.

A new, thoroughly updated edition of a comprehensive overview of knowledge management (KM), covering theoretical foundations, the KM process, tools, and professions. The ability to manage knowledge has become increasingly important in today's knowledge economy. Knowledge is considered a valuable commodity, embedded in products and in the tacit knowledge of highly mobile individual employees. Knowledge management (KM) represents a deliberate and systematic approach to cultivating and sharing an organization's knowledge base. This textbook and professional reference offers a comprehensive overview of the field. Drawing on ideas, tools, and techniques from such disciplines as sociology, cognitive science, organizational behavior, and information science, it describes KM theory and practice at the individual, community, and organizational levels. Chapters cover such topics as tacit and explicit knowledge, theoretical modeling of KM, the KM cycle from knowledge capture to knowledge use, KM tools, KM assessment, and KM professionals. This third edition has been completely revised and updated to reflect advances in the dynamic and emerging field of KM. The specific changes include extended treatment of tacit knowledge; integration of such newer technologies as social media, visualization, mobile technologies, and crowdsourcing; a new chapter on knowledge continuity, with

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key criteria for identifying knowledge at risk; material on how to identify, document, validate, share, and implement lessons learned and best practices; the addition of new categories of KM jobs; and a new emphasis on the role of KM in innovation.

Supplementary materials for instructors are available online.

This book contains the refereed proceedings of the 13th International Conference on Knowledge Management in Organizations, KMO 2018, held in Žilina, Slovakia, in August 2018. The theme of the conference was "Emerging Research for Knowledge Management in Organizations." The 59 papers accepted for KMO 2018 were selected from 141 submissions and are organized in topical sections on: Knowledge management models and analysis; knowledge sharing; knowledge transfer and learning; knowledge and service innovation; knowledge creation; knowledge and organization; information systems and information science; knowledge and technology management; data mining and intelligent science; business and customer relationship management; big data and IoT; and new trends in IT.

A look at how new technologies can be put to use in the creation of a more just society. Artificial Intelligence (AI) is not likely to make humans redundant. Nor will it create superintelligence anytime soon. But it will make huge advances in the next two decades, revolutionize medicine, entertainment, and transport, transform jobs and markets, and vastly increase the amount of information that governments and companies have about individuals. AI for Good leads off with economist and best-

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selling author Daron Acemoglu, who argues that there are reasons to be concerned about these developments. AI research today pays too much attention to the technological hurdles ahead without enough attention to its disruptive effects on the fabric of society: displacing workers while failing to create new opportunities for them and threatening to undermine democratic governance itself. But the direction of AI development is not preordained. Acemoglu argues for its potential to create shared prosperity and bolster democratic freedoms. But directing it to that task will take great effort: It will require new funding and regulation, new norms and priorities for developers themselves, and regulations over new technologies and their applications. At the intersection of technology and economic justice, this book will bring together experts--economists, legal scholars, policy makers, and developers--to debate these challenges and consider what steps tech companies can do take to ensure the advancement of AI does not further diminish economic prospects of the most vulnerable groups of population.

The authors examine theories and models that help to understand individual and social aspects of processes of learning, development of expertise, knowledge creation, and innovation. These processes are studied both in the contexts of education and work, and are illuminated with numerous examples, and interview data.

Within the past 10 years, tremendous innovations have been brought forth in information diffusion and management. Such technologies as social media have transformed the way that

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information is disseminated and used, making it critical to understand its distribution through these mediums. With the consistent creation and wide availability of information, it has become imperative to remain updated on the latest trends and applications in this field. *Information Diffusion Management and Knowledge Sharing: Breakthroughs in Research and Practice* examines the trends, models, challenges, issues, and strategies of information diffusion and management from a global context. Highlighting a range of topics such as influence maximization, information spread control, and social influence, this publication is an ideal reference source for managers, librarians, information systems specialists, professionals, researchers, and administrators seeking current research on the theories and applications of global information management.

The field of knowledge management focuses on how organizations can most effectively store, manage, retrieve, and enlarge their intellectual properties. The repository view of knowledge management emphasizes the gathering, providing, and filtering of explicit knowledge. The information in a repository has the advantage of being easily transferable and reusable. But it is not easy to use decontextualized information, and users often need access to human experts. This book describes a more recent approach to knowledge management, which the authors call "expertise sharing." Expertise sharing emphasizes the human aspects -- cognitive, social, cultural, and organizational -- of knowledge management, in addition to information storage and retrieval. Rather than focusing on the management level of an organization, expertise sharing focuses on the self-organized activities of the organization's members. The book addresses the concerns of both researchers and practitioners, describing current literature and research as well as offering information on implementing systems. It consists of

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three parts: an introduction to knowledge sharing in large organizations; empirical studies of expertise sharing in different types of settings; and detailed descriptions of computer systems that can route queries, assemble people and work, and augment naturally occurring social networks within organizations.

This introductory level textbook critically reviews and analyses the key themes underpinning knowledge management in organisations. It presents the key debates in this area, including coverage of epistemologies of knowledge, managing and sharing knowledge, and learning and innovation.

"This scholarly discussion of managerial challenges details the most recent research on how organizations can better create, share, and exploit knowledge. Spanning the business and public service context, the information provided covers practical issues such as measuring returns, establishing trust, and integrating technology. Also discussed are knowledge management systems, Internet support, and information systems development."

This book explores, describes and explains the predictors essential for the acceptance of social media as a digital platform to share professional knowledge in the field of automotive repair in Germany. It reports a rigorous literature review covering key elements of social media, knowledge management and technology acceptance studies. The book assumes a pragmatist approach and applies mixed methods in an exploratory sequential design, combining qualitative and quantitative methods to ensure robust collection and analysis of the collected data. Based on a survey on German automotive repair shops, the author provides a framework, for various stakeholders, to comprehend the motivations for knowledge sharing for automotive repair professionals in Germany. This book not only adds to the existing academic

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body of knowledge but also provides implications for industry and legislation on a European scale.

This book constitutes the refereed proceedings of the 10th International Conference on Blended Learning, ICBL 2017, held in Hong Kong, China, in June 2017. The 42 papers presented were carefully reviewed and selected from 100 submissions. The papers are organized in topical sections named: Keynotes; Experiences in Blended Learning; Strategies in Blended Learning; Assessment for Blended Learning; Computer-Support Collaborative Learning; Improved Flexibility of Learning Processes; Open Educational Resources; Pedagogical and Psychological Issues.

This book constitutes the refereed proceedings of the IFIP WG 8.6 International Working Conference "Creating Value for All Through IT" on Transfer and Diffusion of IT, TDIT 2014, held in Aalborg, Denmark, in June 2014. The 18 revised full papers presented together with 5 research-in-progress papers, 2 experience reports and a panel were carefully reviewed and selected from 37 submissions. The full papers are organized in the following topical sections: creating value; creating value through software development; and creating value through applications.

Knowledge in its pure state is tacit in nature—difficult to formalize and communicate—but can be converted into codified form and shared through both social interactions and the use of IT-based applications and systems. Even though there seems to be considerable synergies between the resulting huge data and the convertible knowledge, there is still a debate on how the increasing

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amount of data captured by corporations could improve decision making and foster innovation through effective knowledge-sharing practices. Big Data and Knowledge Sharing in Virtual Organizations provides innovative insights into the influence of big data analytics and artificial intelligence and the tools, methods, and techniques for knowledge-sharing processes in virtual organizations. The content within this publication examines cloud computing, machine learning, and knowledge sharing. It is designed for government officials and organizations, policymakers, academicians, researchers, technology developers, and students. Presents a multi-disciplinary approach to researching subsidiary dynamics and its effective management, with a focus on the role of the headquarters within the context of subsidiaries as members of a differentiated, interdependent network, and the development of subsidiary capabilities and their impact on firm performance.

Knowledge Management in Libraries: Concepts, Tools and Approaches brings to the forefront the increasing recognition of the value of knowledge and information to individuals, organizations, and communities, providing an analysis of the concepts of Knowledge Management (KM) that prevails among the Library and Information Science (LIS) community. Thus, the book explores knowledge management from the perspective of LIS professionals. Furthermore, unlike most

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books on the topic, which address it almost exclusively in the context of a firm or an organization to help gain a competitive advantage, this book looks at knowledge management in the context of not for profit organizations such as libraries. Describes the theory and approaches of knowledge management in the context of librarianship Seeks to identify and explain the principles that underlie the different processes of knowledge management Combines the theoretical and practical perspectives of the topic Provides a comprehensive and methodological approach to support librarians and information science professionals in the implementation of knowledge management in libraries and information centers Proposes a model for libraries and information centers which may be used as a guide for implementation Incorporates illustrations where necessary to provide a clear understanding of the concepts

"This book explores and defines the relationship between organizational culture and knowledge management, identifying strategies and best practices to aid practitioners in implementing successful knowledge management strategies, especially during times of crisis like major digital transformations brought on by the Covid-19 pandemic"--

In this volume organizational learning theory is used to analyse various practices of managing and facilitating knowledge sharing within companies. Experiences

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with three types of knowledge sharing, namely knowledge acquisition, knowledge reuse, and knowledge creation, at ten large companies are discussed and analyzed. This critical analysis leads to the identification of traps and obstacles when managing knowledge sharing, when supporting knowledge sharing with IT tools, and when organizations try to learn from knowledge sharing practices. The identification of these risks is followed by a discussion of how organizations can avoid them. This work will be of interest to researchers and practitioners working in organization science and business administration. Also, consultants and organizations at large will find the book useful as it will provide them with insights into how other organizations manage and facilitate knowledge sharing and how potential failures can be prevented.

This volume offers a simple, systematic guide to creating a knowledge sharing practice in your organization. It shows how to build the enabling environment and develop the skills needed to capture and share knowledge gained from operational experiences to improve performance and scale-up successes. Its recommendations are grounded on the insights gained from the past seven years of collaboration between the World Bank and its clients around the world—ministries and national agencies operating in various sectors—who are working to strengthen their operations through robust knowledge sharing. While

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informed by the academic literature on knowledge management and organizational learning, this handbook's operational background and many real-world examples and tips provide a missing, practical foundation for public sector officials in developing countries and for development practitioners. However, though written with a public sector audience in mind, the overall concepts and approaches will also hold true for most organizations in the private sector and the developed world.

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