

HOW HRM PRACTICES CAN BE USED TO SUPPORT ORGANIZATIONAL KNOWLEDGE MANAGEMENT

- Facilitate knowledge workers' social capital
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HOW HRM PRACTICES LINKED TO ORGANIZATIONAL KNOWLEDGE

- To attract, recruit, and facilitate organizational KM
- Facilitate knowledge workers' social capital
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THE NEED THAT HRM PRACTICES ADDRESS THE ORGANIZATIONAL KNOWLEDGE MANAGEMENT

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THE MAINS THAT ORGANIZATIONS CAN ATTEMPT TO DEVELOP THE LOYALTY OF THEIR STAFF

These are the types of strategies to develop the loyalty of the staff:

- Financial Strategy
- Institutional-based strategy
- Communitarian-based strategy
- Socially integrative strategy

WHY IS HRM IMPORTANT

- HRM practices can be used to support organizational KM activities
- HRM Practices are linked to organizational commitment
- HRM practices can influence the 'social architecture' within organization

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INTRODUCTION

- Focus on how different human resource management practices can impact on workers' attitudes
- Three main aspects:
 - Why is HRM important to knowledge management activities?
 - How range of specific HRM practices can be used to attract and support organizational knowledge management activities?
 - The extent that organizations can attempt to develop the loyalty of their staff

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SCOURTHINGS & SELECTION

- Processes that are used to select the most suitable candidates for the organization
- Processes that are used to select the most suitable candidates for the organization
- Processes that are used to select the most suitable candidates for the organization

JOB DESIGN

- Processes that are used to design the most suitable jobs for the organization
- Processes that are used to design the most suitable jobs for the organization
- Processes that are used to design the most suitable jobs for the organization

TRAINING

- Facilitate development of good organizational relationships
- Facilitate development of good organizational relationships
- Facilitate development of good organizational relationships

HOW HRM PRACTICES CAN BE USED TO SUPPORT & SUPPORT KM

- HRM practices can be used to shape attitudes and behaviors towards organizational KM activities
- Examples of some HRM practices:
 - Recruitment & selection
 - Job Design
 - Training
 - Coaching & mentoring
 - Reward & performance appraisal

ORGANIZATION & AUTONOMY

- Used to facilitate informal sharing of knowledge
- Used to facilitate informal sharing of knowledge
- Used to facilitate informal sharing of knowledge

ORGANIZATION & AUTONOMY

- No consensus regarding how much organizational autonomy is required for KM activities
- Organizational autonomy should reflect the KM strategy adopted by the organization

CONCLUSION

- HRM practices are important as they can impact on workers' attitudes towards KM activities
- Making workers committed and loyal to the organization is as important as motivating them to participate in KM activities

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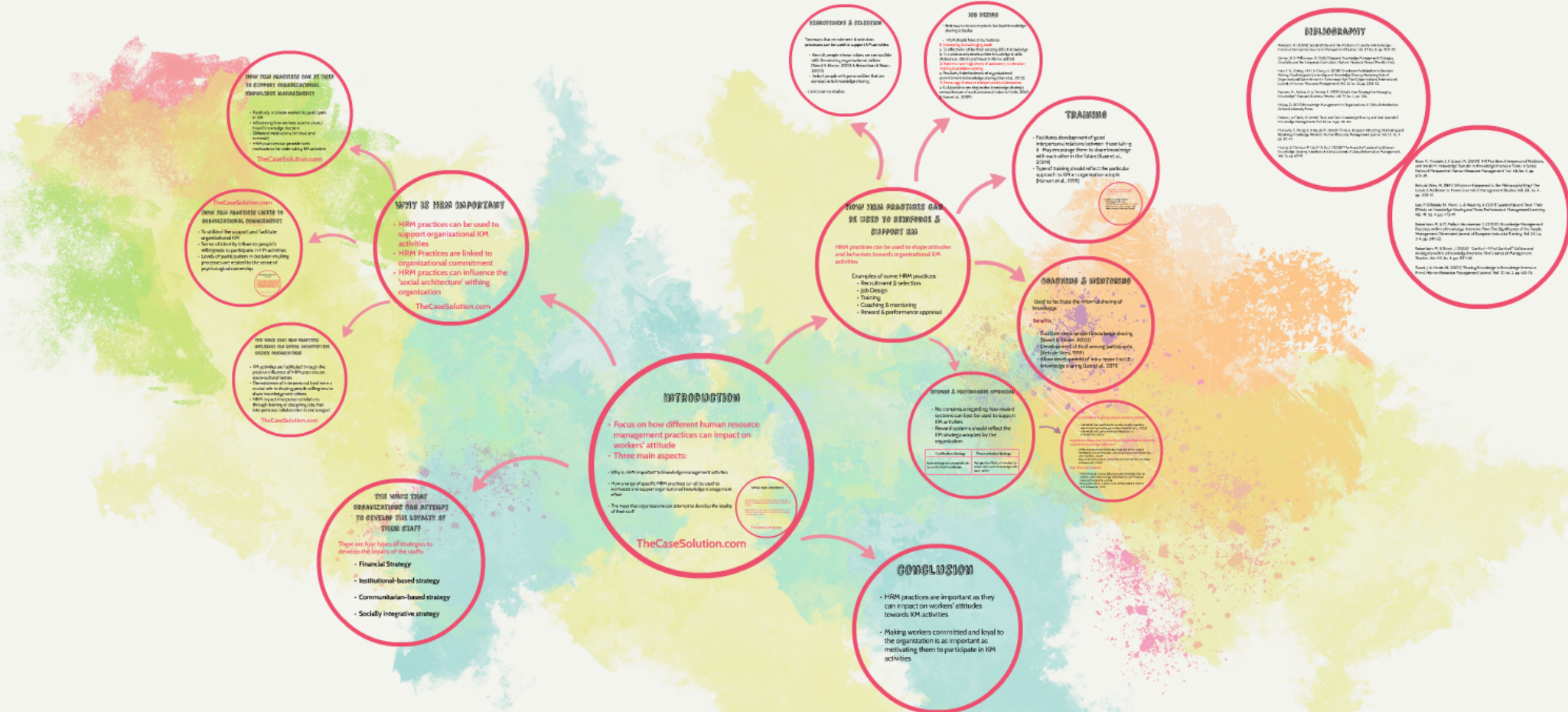
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INTRODUCTION

- Focus on how different human resource management practices can impact on workers' attitude
- Three main aspects:
 - Why is HRM important to knowledge management activities
 - How a range of specific HRM practices can all be used to reinforces and support organisational knowledge management effort
 - The ways that organisations can attempt to develop the loyalty of their staff

WHAT HRM CONCERNED

- Supporting organizational knowledge management efforts and developing the commitment and loyalty of workers
- Attempting to create a positive attitude towards, and a willingness to participate in organizational knowledge management activities

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HOW HRM PRACTICES CAN BE USED TO SUPPORT ORGANIZATIONAL KNOWLEDGE MANAGEMENT?

- Positively motivate workers to participate in KM
- Influencing how workers resolve share/hoard knowledge decision
- Different motivations (intrinsic and extrinsic)
- HRM practices can provide both motivations for undertaking KM activities

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HOW HRM PRACTICES LINKED TO ORGANIZATIONAL COMMITMENT?

- To utilized the support and facilitate organizational KM
- Sense of identity influence people's willingness to participate in KM activities
- Levels of participation in decision-making processes are related to the sense of psychological ownership

DEFINITION OF ORGANIZATIONAL COMMITMENT

- The sense of emotional attachment that people feel to the organizations they work for, which may be reflected in the alignment of individual and organizational values and objects

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**THE WAYS THAT HRM PRACTICES
INFLUENCE THE SOCIAL ARCHITECTURE
WITHIN ORGANIZATIONS**

- KM activities are facilitated through the positive influence of HRM practices on socio-cultural factors
- The existence of interpersonal trust were a crucial role in shaping people willingness to share knowledge with others
- HRM impact interpersonal relations through training or designing jobs that interpersonal collaboration is encouraged

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