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Human resource management is the key elements in knowledge management

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Abstract

In the competitive edge human resource management can make an important role in knowledge management. In this knowledge era human resource management role is more expand, looking both inside and outside the organization. This paper focuses how HR can key success of knowledge management goals. It also focuses hoe HR links with knowledge management.

Keywords: Human resource management, knowledge management, competitive advantage, global era

Introduction

In the present scenario knowledge management is the important parts for every organization. The human resources management can focus the skills, abilities, talent of people in the organization, whereas knowledge management focuses existing knowledge in the organization, to create a competitive advantage for the success of organization. Knowledge creation is a human activities and managing humans is a human resource management activities. Knowledge management and HRM both are initiatives for the achievement of competitive advantage. There is a need for the integration between the knowledge management initiatives and the HR policies for the organization. Knowledge can be captured, manipulated and leveraged. KM can be defined as the systematic processes by which an organization identifies, creates, captures, acquires, shares and l knowledge. In the present era the importance of HRM needs to expand in the organizations.

Literature Review

Lulia Chiva, Dan Popsescu (2008) ^[4] study entitled “Human Resource Management in the Knowledge Management”. This paper focuses knowledge is increasingly claimed to a critical resource and source of competitive advantage in the modern era. The role of HRM in the Knowledge Management.

Brikend Aziri. *et al* (2013) ^[4] study entitled “Human resources and knowledge management”. This paper focuses HRM can make an important contribution to knowledge management. It looks at some of the ways in which HR can revise its own system and ensure that they have a knowledge focus.

Knowledge management and Human resource management paper focused on the integration between the knowledge management initiatives and the HR policies of the organization.

Objectives

- To identify the link between HRM and Knowledge management
- To focuses how HRM is the key elements in knowledge sharing.

Human Resource Management and Knowledge Management Human Resource Management

HRM is the process which involves recruitment, selection, orientation, performance appraisal, training and development in the organization.

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The process of hiring and developing employee so that they become more valuable to the organization. HRM is the process of managing people in organizations in a structured and through manner.

Knowledge Management

Davenport & Prusak (2000), which states that KM "is managing the corporation's knowledge through a systematically and organizationally specified process for acquiring, organizing, sustaining, applying, sharing and renewing both the tacit and explicit knowledge of employees to enhance organizational performance and create value."

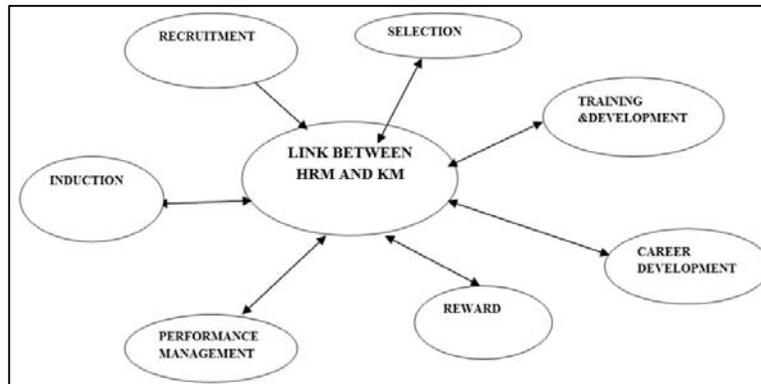
Result oriented definition "To have the right knowledge at the right place, at the right time in the right format."

Process oriented definition "The systematic management of process by which knowledge is identified, created, gathered, shared and applied."

Technology oriented definition "Business intelligence + collaboration + search engines + intelligent agents."

Source: Benjamin's, V.R., "Knowledge Management in Knowledge-Intensive Organizations", Intelligent Software Components (2001).

Link between Knowledge Management and Human Resource Management



Recruitment and Knowledge Management

Recruitment is the process of identifying organizational vacancies in the organization in the human resource management. The recruitment process includes analyzing the recruitments of a job, attracting the potential candidates to that job, screenings and selecting applicants, hiring the new employee to the organization.

Knowledge management is defined as the efficient handling of information and resources within an organization. Everyone involved in the hiring process can improve his or her knowledge management efforts to improve the hiring process.

Selection and Knowledge Management

Selection is the process of choosing fit candidates and rejecting the unfit candidates. Selection is the process of matching qualifications with the requirement of the jobs.

Knowledge management is the systematic process of creating, nurturing and maintains the organization to make the best use of knowledge in the organization.

Induction and Knowledge Management

Induction is the process for welcoming newly recruited employees and supporting them to adjust to their new roles and working environments. Starting a new job can be a stressful experience and new employees need help to settle in.

Induction is one of numerous unique aspects of process-oriented management practices. Specifically for knowledge management, organizations need induction models for structuring the components and their relationships of the KM process.

Performance Management and Knowledge Management

Performance management is the process in HRM which involves the measuring of every individual's performance.

For the checking the performance various methods can be used.

Knowledge management can derive continued performance improvement in terms of resource use and environmental impact.

Training and Development and Knowledge Management

Training and development is one of the key HR functions. Training and development as an integral part of the human resource development activity. Through the T&D programme organization cannot give to the new employees but it's also done for the existing employees.

In today's environment workplaces are changing rapidly. Job responsibilities are challenging so for the employees T&D programme each essential. Knowledge management process plays a vital role in effectively managing those changes and influencing the workplaces and the employees.

Career Development and Knowledge Management

Career development is an ongoing process of gaining knowledge and improving skills that will help an individual to establish a career.

The organization becomes more flexible, the employee also becomes more flexible. With the improvement of people's work mode, people's career also changes. Under the influence of the knowledge management, the new work mode is of mobility, which makes the employee's occupation choice and the career takes place important variety. The development of knowledge management makes the hardware production relevant information communications get a quick development. The emergence of the new occupation makes people own more opportunities of career development.

Reward and Knowledge Management

Reward is the achievement and benefits received by the employees for their performance in job. Every employee doing the job for meeting their certain expectation of reward. Every employee gets both financial and nonfinancial incentives for their job performance.

Knowledge management initiative, as with any significant change, presents motivational and change management. KM focuses change behavior, increase people’s motivation.

Organizational Structure and Knowledge Management

The growth of the internet has resulted in radical changes in the structure of organizations from the more traditional structure. In today’s environment virtual organization are created.

While describing the virtual organization has stressed on the accumulation and leveraging of knowledge for the success of this type of organization.

Organization Culture and Knowledge Management

Organization culture based on the people, beliefs, attitude, behavior in the organization. Effective knowledge creation

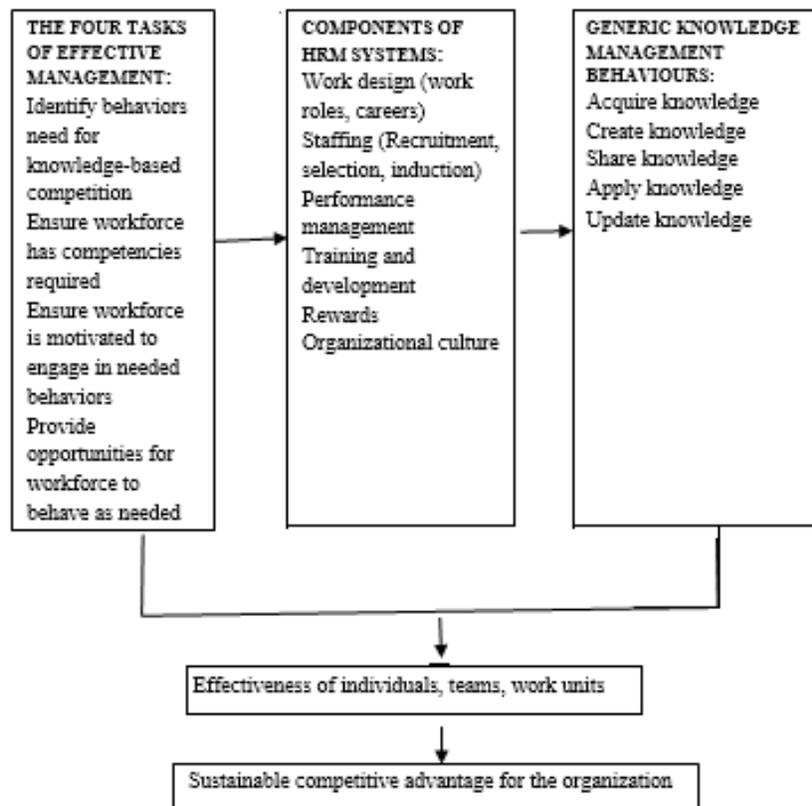
depends upon the way in which people relate to each other in the organization.

The implementation of knowledge management initiatives is to bring about a change in the attitude of people in the organization. The various tools and techniques available to convert tacit knowledge into explicit knowledge may prove ineffective without the culture, which facilitates sharing, and individuals who are willing to share the information.

Retention and Knowledge Management

Organizations retain only those people who add the value to the organization through their experience and expertise. But in the recent scenario, it does not sufficient knowledgeable, but sharing of knowledge with the other people in the organization. Encouraging that people in the organization for the development of organizational growth.

Human Resource Management and Knowledge Management (Jackson *et al.*, 2003, p.401)



Conclusion

This paper highlights the some important components of HRM with knowledge management. There is a strong correlation between HRM and knowledge management. Successful knowledge management helps to achieve the competitive advantages of every organization. HRM is the key elements of knowledge management.

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