

Research Article

THE EXAMINATION OF EFFECTIVE FACTORS IN PERFORMING THE KNOWLEDGE MANAGEMENT IN EDUCATIONAL AND INVESTIGATORY ORGANIZATIONS

Mahdi Fakhimi Hoseinzad, Amin Dorosti and Javad Moghtader Kargaran

Department Engineering Information Technology (IT)

**Author for Correspondence*

ABSTRACT

Knowledge is one of the main influential factors in acquiring the competitive advantages and collective resources. Recently, we have observed multi-disciplined approaches in the Knowledge Management (KM) domain. For performing the KM, we must follow some main principles such as: performing the KM on existing resources in the organization: providing effective inputs and outputs for knowledge resources, and making certain that each knowledge process is a developed stage with the best productivity along with the sharing of both the research information and the finest approaches. The object of the present paper is to examine the effective factors for performing the KM in educational and investigatory organizations. And the results of the KM will be utilized for putting the organization on the path to success.

Keywords: *Knowledge, Knowledge Management (KM), Educational Organizations*

INTRODUCTION

By the managing of organizations, observing the desirable procedures for performing a better Knowledge Management (KM), and considering the key elements of performing, the KM approach can turn into the most significant organization's competitive advantage. The main objective of this study is to examine the factors for performing the KM in educational or investigatory organizations.

Organizational Knowledge

- A power to act and make decisions (Kanter, 1993)
- Valid information which assumed to be true (Vance, 1997)

Knowledge Management and its Objectives

- The KM is the promotion of a comprehensive procedure for identifying, capturing, restoring, partitioning, and evaluating of informatory assets of an organization. The mentioned assets could be the data, documents, strategies and tactics (Gartner Group, 1999)
- The KM is the process through which the organization generate the wealth out of knowledge or its intellectual assets (Nonaka & Takuchi, 1995).

Strategies for Performing Knowledge Management in Educational and Investigatory Organizations

- *Step One: Identifying Business Problems*

The KM is the collection of business experiences and the performance of technologies that help the company to organize and have a better management of their rational assets. Those companies that want to deal with the diverse and dynamic knowledge, they must pay the expenses.

- *Step Two: Providing for Change*

Tom Davenport believes: "Two-thirds of the KM efforts need to be focused on non-technical issues. If you spend more than one-third of your time on Knowledge Management technologies, you repudiate the content, enterprise culture and the profitable encouraging attitudes of the Knowledge Management.

- *Step Three: Creating the KM Team*

For a proficient performance of the KM, a good team work with powerful management and cross-departmental expertise are necessary. When the business problems and the purpose of the performance of the KM have been identified, the organizations can determine what types of knowledge workers must be employed in order to solve the problems.

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- *Step Four: Performing the Knowledge Audit*

The knowledge audit specifies the necessary knowledge to solve the business issues. It begins by the work or the staff to find the required knowledge to solve the problems which were found at first step. In fact, the knowledge audit constructs the KM to focus on the answers that were extracted from the key question.

- *Step Five: Define Key Features*

Although the systems of individual KM of each organization are different with any organizations, however, they have essential common features which include openness, measure, order and the security of the system.

- *Step Six: Steps for Building the Knowledge Management*

The KM utilizes a processed approach and a smooth input. Each step of performance represents a certain part of the KM solution that will be the foundation for the next step.

- *Step Seven: Creating Relationship between People and Knowledge*

Skills of the staff are very essential for organizational success at all levels. Organization managers are obliged to learn the principles and techniques of the KM and applied its principles in the organizations and teams which are under their supervision.

CONCLUSION

Without laying the proper groundwork, performance of the KM is not possible. Therefore, before the performance of KM, extensive studies should be done in this domain to help the organizations to achieve their goals and wide their scope of objectives. For the performance of the KM, individual and organizational learning and developing must be considered as a value. And all the staff, at all levels and in every situations, believe that for the development and the success of the organization, they must share their knowledge with one another; and this belief must be encouraged and supported. On the other hand, the performance of the KM requires wise and influential leader. In such organizations knowledge is regarded as invaluable resource and at the same time the related activities are done to maximize the value of the forenamed resource.

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