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Sommario/riassunto	This book contains the refereed proceedings of the 16th International Conference on Knowledge Management in Organizations, KMO 2022, held in Hagen, Germany, in July 2022. The 24 full papers and 5 short papers accepted for KMO 2022 were selected from 61 submissions and are organized in topical sections on: knowledge transfer and sharing;

knowledge and organization; knowledge and service innovation;
industry 4.0; information and knowledge systems; intelligent science;
AI and new trends in KM.
