1.	Record Nr.	UNINA9910793973203321
	Autore	Garcia-Perez Alexeis
	Titolo	Critical capabilities and competencies for knowledge organizations / / Alexeis Garcia-Perez (Coventry University, UK), Juan Gabriel Cegarra-Navarro (Technical University of Cartagena, Spain), Denise Bedford (Georgetown University, USA), Margo Thomas (Women's Economic Imperative, USA), Susan Wakabayashi (Independent Scholar, USA)
	Pubbl/distr/stampa	Bingley, United Kingdom : , : Emerald Publishing Limited, , [2020] ©2020
	ISBN	1-78973-769-9 1-78973-767-2
	Descrizione fisica	1 online resource (270 pages)
	Collana	Working methods for knowledge management
	Disciplina	658.4038
	Soggetti	Knowledge management Knowledge management - Decision-making Intellectual capital Business & Economics - Knowledge Capital
	Lingua di pubblicazione	Inglese
	Formato	Materiale a stampa
	Livello bibliografico	Monografia
	Note generali	Includes index.
	Nota di bibliografia	Includes bibliographical references.
	Nota di contenuto	Part I: The new world of work and workers -- 1. The changing landscape of work -- 2. Building knowledge capacity into organizations -- 3. Fundamentals of knowledge capital -- 4. From knowledge capacity to knowledge capabilities -- Part II: Managing organizational capabilities -- 5. Knowledge capabilities - roles, responsibilities, placement -- 6. Revisiting competence and competencies -- 7. Competence, proficiency and performance -- Part III: Managing individual capabilities -- 8. Human capital competence and proficiency models -- 9. Structural capital competence and proficiency models -- 10. Relational capital competence and proficiency models -- Part IV: Aligning strategies - business, knowledge and human resources -- 11. Strategic alignment - business, knowledge and human resource management -- 12. Implications for human resource management roles and responsibilities -- Appendix A. Pulling it all together.
	Sommario/riassunto	Failed knowledge management projects have one element in common:

they fail to focus on the organization's core business functions and instead choose functions that are easy or might produce 'low-hanging fruit'. As a result, often even successful knowledge management projects add little value to the organization as they fail to address the pain points of the heart of the business. So how can knowledge management professionals position themselves for greatest success? In this practical guide, expert authors Alexeis Garcia-Perez, Juan Gabriel Cegarra-Navarro, Denise Bedford, Margo Thomas, and Susan Wakabayashi demonstrate how professionals can map knowledge resources to support business critical capabilities, and increase the impact of knowledge management projects. They also explain how to avoid investing in resources with low value, and how to develop strategies and action plans for different types of resources. Providing practical guidance for professionals, and including mini-case studies of successes and failures, this is an essential book for any knowledge management professional, researcher or student.