Record Nr. UNINA9910816605703321 Autore Shermon Ganesh **Titolo** Knowledge human resource management: "an HRM strategy-structure perspective" / / Ganesh Shermon Mumbai [India], : Himalaya Pub. House, 2009 Pubbl/distr/stampa **ISBN** 1-282-80175-9 9786612801754 93-5044-031-8 1-4416-6142-5 600-00-2718-4 Edizione [1st ed.] Descrizione fisica 1 online resource (353 p.) Disciplina 658.3 Soggetti Knowledge management Personnel management Lingua di pubblicazione Inglese **Formato** Materiale a stampa Livello bibliografico Monografia Note generali Description based upon print version of record. Nota di bibliografia Includes bibliographical references. Nota di contenuto COVER: CONTENTS: CREATING THE ORGANIZATION OF TOMORROW: DEMYSTIFYING KNOWLEDGE MANAGEMENT IN AN HR CONTEXT: KNOWLEDGE AT THE ENVIRONMENTAL AND ORGANIZATIONAL LEVELS: BUILDING KNOWLEDGE ORGANIZATIONS - THE CULTURAL IMPERATIVE: BUILDING KNOWLEDGE ORGANIZATION - THE STRATEGIC IMPERATIVES; THE VALUE OF KNOWLEDGE DRIVES HUMAN ASSET VALUATION; BUILDING KNOWLEDGE ORGANIZATIONS - THE LEARNING FOCUS; ENABLING ORGANIZATIONAL TRANSITION INTO A KNOWLEDGE ENTERPRISE; IMPLEMENTING KNOWLEDGE MANAGEMENT AT THE ENTERPRISE LEVEL; ENABLING BUSINESS PROCESS STRUCTURES IN THE KNOWLEDGE ORGANIZATION CREATING A MODEL AT THE STRATEGIC LEVEL FOR STRUCTURESDESIGNS BUSINESS STRATEGY, PROCESS AND TECHNOLOGY: STRUCTURING THE NEW AGE HR ORGANIZATION: STRUCTURAL FITMENT: IMPLEMENTING ORGANIZATIONAL STRUCTURES & BEHAVIOUR INTERFACE; ENABLING TEAM STRUCTURES IN

KNOWLEDGE ORGANIZATIONS; ENABLING APPROPRIATENESS OF ORGANIZATIONAL IDENTITY TO FACILITATE ARCHITECTURE; ROLE OF

HUMAN RESOURCES IN CREATING KNOWLEDGE ORGANIZATIONS; DEFINING HRM ""VALUE CHAIN"" IN THIS CHANGING CONTEXT; CLASSICAL AND CONTEMPORARY APPROACHES TO HRM; THE LAST WORD

Sommario/riassunto

The book is essentially an outcome of some of our industrial and consulting work in integrating knowledge management with human resource management. The book essentially deals with 20 chapters of knowledge oriented HRM strategies with an emphasis on structure, people and strategy as the core idea. The book would provide the reader detailed conceptual and case insights into linking the two functional fields of knowledge management and human resource management. The chapters contain ideas, templates, project plans and methods for implementing a knowledge oriented HR function in an organisational