International Conference on Communication, Management and Information Technology
(ICCMIT 2015)

Knowledge Management Process in several organizations: Analytical Study of modeling and several processes.

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Abstract

This study highlights knowledge management processes and models, causes of differences in their application and how their strong coherence could lead to misunderstandings in interpretations. After taking into consideration existing point of views, the results indicate that causes of differences in applying the processes and models are due to diversity of strategic attitudes in organizations, the impact of high administration and common thought on knowledge management, size of organizations, sectorial activities and its interest in tacit and explicit knowledge. In addition, it indicates that integration is a significant factor and models formed as a guidance framework for an organization to implement and apply knowledge management. While the processes of knowledge are internal, the process of acquiring knowledge are internally or externally through knowledge management department and its staff. The models are more comprehensive than the processes for their content. The approval of a model at the organizational level done by the higher authorities through strategic resolutions and requires consistency with the internal and external environment of the organization. While the other knowledge management processes are supervised and monitored by the knowledge management department, although that they are offered as a package with the knowledge management model for the organization.

Keywords: **:** Knowledge management models ; knowledge management process ; tacit knowledge ; explicit knowledge

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1. Introduction

It is evident from previous writings that researchers differentiate between the main process and sub activities of knowledge management. Mekawy [1] observes that knowledge models are an integral part of organizations that have the desire to establish knowledge management systems and that development consists of main steps complimented by necessary sub-processes. Hamod [2] has defined it as an attempt to understand and guide efforts and activities of knowledge management in organizations to manage future strategies, which could be everlasting. From our point of view, a knowledge management system can we defined as a framework that helps in the development of an effective knowledge management strategy in organizations. Various standards that help in forming knowledge management models [3] are as follows:-

- Coordination: knowledge management requires coordination with the existing practices in the organization such as comprehensive quality management and process engineering management.
- Guidance problem: knowledge management must contribute to solve problems by applying thoughts and practices.
- Comprehensive: organization must set terms and thoughts to manage knowledge easily in the internal environment.
- Activity or work guidance: analyzing in knowledge management enables managers to evaluate the impact of tools on the regulatory knowledge base.
- Proper tools: concentrated intervention requires effective tools and providing them is the main aim of knowledge management.
- We can add cognitive rehabilitation for specialized knowledge workers who establish models and prepare a knowledge community inside the organization to help them become a knowledge society.

2. Related Works

In a previous study titled "Knowledge management is an entrance to achieve productive university model", Gwahr [4] tried to determine how knowledge management can be prefaced to increase productivity in Saudi Universities. Hence, there is scope of applying this productive university model to increase the effectiveness of knowledge management processes in organizations. The study aimed to defining knowledge management processes as important factors in achieving a productive university model in Saudi Universities, highlighting obstacles that impede its application , determining statistical connotations based differences for the average of individuals response used as a study sample that included variables such as the university, position, academic degree, experiences years in administrative work, academic background and finally providing recommendations on the process of knowledge management to achieve the required model. A questionnaire was used as a tool to collect information and study sample included 189 people, including university directors, secretaries, faculty and institution deans, their secretary and head of departments of the following universities: Umm Al-Qura, King Abdul-Aziz University, King Fahd University of Petroleum and Minerals and King Khalid University.

In another study titled "The relation between Knowledge Management and performance", Yousef [5] has tried to define the relation between the adoption and the use of knowledge management and its performance in modern organizations. The study aimed at formulating more developed notions of knowledge and knowledge management, indicating the effective role of the latter in achieving and maximizing efficiency and effectiveness of modern organizations. The study also seeks to establish a comprehensive and coherent model of relations between cognitive inputs and outputs (performance), indicating the role of knowledge management in effectively putting into use the organization's aims, attitudes, current and future approaches and individual roles in it. This would further help in contributing to a rapid flow of knowledge to the organization and enhance the role of knowledge management to promote and form a supportive regulatory culture of knowledge and innovation. One of the main conclusions of this study was that modern organizations constantly seek to achieve proficiency, effectiveness and good performance and, most importantly, maintain it. This motivates the organization to work constantly to develop and update its goals, strategies, products and use effective tools, methods and techniques. To achieve this, it seeks to obtain renewable knowledge of sciences that are updated and continually developed. Knowledge management is one of the relatively new fields that is not entirely comprehensive yet. The attitude of modern technology towards the application of