

ALIGNING KM IN ORGANIZATION

HRM PRACTICES AND KM

Human resource management (HRM) practices play a major role in communicating the benefits of the organization to the employees. The human resource strategy has to be linked to the business strategy.

Challenges in linking HRM practices and knowledge management (KM)

1.KM initiative as a change initiative

Knowledge management is seen as a change management initiative in the organization that requires changes in different levels. Change is as always seen as less acceptance. There are expected to be changed in human resource practices.

2.Need for additional resources

When KM is considered in the organization, the HR practices dealing with employee planning and selection have to be tuned to meet the requirements of the activities of KM.

3. Need for employee maintenance meeting KM demands

Employees need to be trained and motivated enough to involve in knowledge creation, storage, transfer and reuse. All these activities have to carried out by bringing changes in the existing line of activity.

4.Checking employee perception about KM initiative

Employees' perception of the KM initiative is needed to be understood. When the employees perceive KM as challenging and difficult to achieve, they could not see the benefits individually, the support from employees will be less.

5. Tracking employee performance and making needed changes

The employee performance measures have to be in line with KM. The phase of KM implementation in the organization has to be checked and has to be linked to employee performance metrics.

6. Communication about KM initiative

The top management of the organization has to take the needed steps to communicate to employees about KM activities. The top management has to share the importance and benefits of KM in various forum and various ways. This will indicate that the KM initiative is a needed effort taken in the organization and the contribution of all employees is a must.