

## **ETHICAL AND LEGAL ISSUES**

### **KNOWLEDGE OWNERS**

Most of the ethical and legal issues arise due to the ownership of knowledge. On one side, the individuals who possess the knowledge are the knowledge owners. On the other side, when knowledge becomes part of the organization system, the organisation becomes the knowledge owner.

#### **Ownership situation 1**

Knowledge owner in an organization is the experts, the organization and the user who acquires knowledge automation systems. When change management initiatives are implemented in the organization, consultants are hired to help set the system towards the goal. Here the knowledge of the consultant is taken for sale.

#### **Ownership situation 2**

Moreover, a problem in the organization when solved by an employee itself using the resources available in the organization and using the deductive and inductive reasoning capability of the individuals then two situations arises. If the employee has not signed any intellectual property agreement, then the employee is the knowledge owner. If the employee has signed the contract, then the organization also claim a title in the ownership of the knowledge automation system.

#### **Requirements of knowledge owners**

The knowledge management system in the organization is linked to various human resource practices. In such a situation, when knowledge owners are not rightly identified and provided with needed benefits, the motivation to involve in knowledge management activities will reduce.

- Need to motivate knowledge owners
- Provide support to handle issues that may arise legally
- Make the knowledge owners understand the ethical standards involved in knowledge management