

DOCUMENT

SCORE

90 of 100

ISSUES FOUND IN THIS TEXT

72

PLAGIARISM

1%**Contextual Spelling****4**

Confused Words

4

**Grammar****8**

Determiner Use (a/an/the/this, etc.)

3



Wrong or Missing Prepositions

2



Faulty Subject-Verb Agreement

2



Incorrect Verb Forms

1

**Punctuation****5**

Comma Misuse within Clauses

5

**Sentence Structure**

No errors

Style**21**

Passive Voice Misuse

12



Wordy Sentences

6



Unclear Reference

3

**Vocabulary enhancement****34**

Word Choice

34



Presently, globalization has led to an increase in competition in the business world. The fact that we are living in a knowledge-based economy is the force that is driving the HRM department towards exploiting the knowledge of the workforce (Williams and Lee, 2016). All levels of the workforce have their share of knowledge workers. The present economy requires the human resource department to focus on knowledge management and development. Teams are groups of people possessing a set of complementary skills that is needed to complete a given job in an organization. Every team member should be responsible for the ¹ outcome of the project and should collaborate with other team members to ensure that organizational goals are achieved (Kianto et al., 2014). On the other hand, communities of practice is ² formed by people who are willing to learn together. For example, it can be created ³ by pupils of a given school in need of learning more on ⁴ a given topic. Possibly, the communities of practice can be a group of nurses who are willing to expand their knowledge in a given area ⁵ of study. The group consist ⁶ of people who want to gain new knowledge ⁷ and skills which they lacked before and could help in their career development. The group ⁸ members help each other to go through the process of learning successful (Donate and Sánchez de Pablo, 2015). The third area of study in this paper is knowledge management. The concept of knowledge management helps in capturing, distributing, and making use of knowledge in an organization. For the organization ⁹ to realize the important ¹⁰ of information relating to its assets, it needs an integrated system where all data coming from various sources can be captured, evaluated and shared by all the stakeholders, a process known as knowledge management (Williams and Lee, 2016). The last role which must be taken seriously by the HR manager to overcome challenges that could arise due to technology and monotony is workplace design. Work design or simple task design helps in arranging workplace in a way that makes the employees to achieve ¹¹ full satisfaction ¹² with what they are doing. Non-monetary rewards can be used to motivate workers to realize their full potential. This paper will discuss and criticize the implications of shift ¹³ towards knowledge economy for human resources development with primary focus on teams, communities of practice, knowledge management, and workplace

¹ Unoriginal text: 8 words
multichannelmerchant.com/blog/using-dor-board-h..

² [is → are]

³ Passive voice

⁴ Possibly confused preposition

⁵ Repetitive word: given

⁶ [consist → consists]

⁷ Repetitive word: knowledge

⁸ Repetitive word: group

⁹ Repetitive word: organization

¹⁰ Overused word: important

¹¹ [to achieve → achieve]

¹² [full satisfaction → satisfaction]

¹³ [a shift or the shift]

design.

Knowledge¹⁴ economy is more concerned with intellectual¹⁵ development of teams as carried out by the HR manager to have the right people in the organization working as per the organizational culture. It does well base on the fact that when teams in the work place¹⁶ come together, provides a platform for organizing work, prompting¹⁷ professional development and creating networks for knowledge. As such, teams working in such environments can feel the encouragement to become self-directed learners. On the other hand, the human resource management 18 saves time and money on following up with progress. Therefore, working environments should be in a position to encourage employees how to become self-directed learners who can make informed decisions (Lyons, Ng and Schweitzer, 2014). The role of the HR in the development of a knowledge-based economy helps to give the teams power to solve critical issues.

More often, organizations come face-to-face with challenges that require the expertise of human knowledge. At this point, the HRD can take advantage of the teams and help them work together towards processing systems and delivering results. Putting knowledge-based individuals in teams¹⁹ also helps²⁰ to encourage competition for the talented individuals²¹. The shift of power from the organization to teams²² provides an opportunity for knowledge workers to determine the ways that are workable for them (Menkhoff, Wah²³ and Loh, 2004). However, in the public sectors, this is quite challenging because they are focused on traditional system and information management.

Modern day organizations are emphasizing the importance of having strong teams made up of knowledge-based individuals as opposed to having specialized job roles. Therefore, during recruitment of teams, it is important to look into factors such as talents and those who allow jobs to develop around them. The recruitment²⁴ process should focus on the individual as opposed to the roles. However, this does not imply that that hiring process should be easy. Rather, when looking for knowledge, the selection process should put into consideration the potential of the recruits. Another important point is the need for the HRD to consider the needs of the individuals before putting them into

¹⁴ [Knowledge → The knowledge]

¹⁵ [the intellectual]

¹⁶ Possibly miswritten word: *work place*

¹⁷ Possibly confused word: *prompting*

¹⁸ Unoriginal text: 8 words
hndassignments.co.uk/solution/unit-22-human-reso..

¹⁹ Repetitive word: *teams*

²⁰ Repetitive word: *helps*

²¹ Repetitive word: *individuals*

²² Repetitive word: *teams*

²³ [Wah,]

²⁴ Repetitive word: *recruitment*

a team. A team should comprise of people who are willing to perform the required tasks (Jackson, Schuler and Jiang, 2014). Otherwise, overlooking the recruit's needs will create a situation where members are not willing to share their knowledge with the rest.

As stated earlier, during teamwork the most important thing is to make the staff understand the wider context in which their work entails.

Through communication, the HRD can relay what the organization expects of the team members. The wider ²⁵ the involvement of the teams implies that the HRD should create broader and effective ²⁶ communication channels. The HRD department should strive to create a flow of information and synergies that open doors for a new solution. On the other hand, members of the team should work towards creativity and problem-solving.

²⁵ Repetitive word: *wider*

²⁶ Overused word: *effective*

The need for knowledge management stems from the fact that organizations need to survive in today's dynamic business environment. Most organizations are working towards increasing their competitive edge amidst globalization effects as well as the aging workforce. A closer look at today's management, the management process requires utmost ²⁷ focus. Presently, most organizations are considering the importance of competing using knowledge. Consumer preferences for product and services are increasingly becoming complex. Therefore, it is important to exploit what the workforce understands the market.

²⁷ Unusual word pair

Also, it is important to have a life-long learning program in knowledge management. Marketplaces are becoming competitive as more businesses are becoming innovative. As such, the HRD is stepping into down size ²⁸ the staff and create a need to replace informal ²⁹ knowledge with up-to-date ³⁰ methods (Millar, Chen and Waller, 2016). Managing knowledge presents an organization with a primary ³¹ chance of achieving high human performance, increase savings and provide a competitive advantage. The fact that the market place ³² has become complex and dynamic, knowledge management is paramount.

²⁸ Possibly miswritten word: *down size*

²⁹ Unusual word pair

³⁰ Unusual word pair

³¹ Unusual word pair

³² Possibly miswritten word: *market place*

Organizations are also investing in knowledge management to help in competitive differentiation. Every organization has a sector in which they are competing with the others. As such, knowledge management is crucial when it comes to driving competitive advantage because it

helps organizations to become innovative. By being competitive through innovation, organizations can differentiate themselves from other competitors (Aklamanu, Degbey ³³ and Tarba, 2015). The teams created in an organization can innovate once they are set ³⁴ in knowledge-based groups.

Another importance of knowledge management is globalization. By looking for effective ³⁵ tools of management, organizations are now focusing on effective tools and methods for getting and sharing knowledge. Through this, the organizations ³⁶ can put this knowledge into action working on new ideas that will differentiate their goods and services from the rest. Globalization has created a platform for organizations to exploit their knowledge management across countries. In addition ³⁷, the aging workforce that is no longer productive should create room for fresh minds to share their knowledge on new ideas, innovation and such. Therefore, intellectual capital is essential in creating a competitive edge for business as well as relevance (Jiménez-Jiménez, Martínez-Costa ³⁸ and Sanz-Valle, 2014).

The HRD has to come up with a map that effectively works hand-in-hand with knowledge management. Presently, most strategic management literature shows that focus has shifted from resource investment to knowledge-based investment in an organization. Most propositions center on knowledge which helps an organization to leverage its competitive advantage. Knowledge management by the HRD is an effort that helps and organization ³⁹ to learn and be distinguished from the rest. Sharing of knowledge is a tool that acts as an operational driver of the HRM goals and missions (Hughes and Stephens, 2016). On the other hand, it is important to ⁴⁰ note that knowledge management is important in managing collective ⁴¹ information from the employees.

In today's business, knowledge is the main ⁴² activity that sheds light on the organizational policies, practice, strategies and guidelines. However, not all everyone in knowledge-based teams is in a position to contribute positively (Menkhoff, Wah ⁴³ and Loh, 2004). Therefore, it is important to analyze different ideas before putting them into practice. There are many parameters that an organization needs to consider before putting ideas into practice. However, in most cases ⁴⁴

³³ [Degbey,]

³⁴ Passive voice

³⁵ Overused word: *effective*

³⁶ Repetitive word: *organizations*

³⁷ [In addition → *Also*]

³⁸ [Martínez-Costa,]

³⁹ Repetitive word: *organization*

⁴⁰ Unoriginal text: 8 words
www.eleapsoftware.com/training-essentials-2017-in..

⁴¹ Unusual word pair

⁴² Overused word: *main*

⁴³ [Wah,]

knowledge management teams have been in a position to propose workable ideas that are effective ⁴⁵ for organizational goals and strategies.

In order for ⁴⁶ an organization to create a knowledge management strategy, there has to be a system that captures and transfers internal ⁴⁷ knowledge as well as best practices. The main ⁴⁸ focus of knowledge management is to maintain best practices. This ⁴⁹ includes the knowing that different seasons have different strategies. If something was workable yesterday, it might not work today. Therefore, it is best to look into strategies that work for specific projects. It is important that organizations continue to evaluate their internal procedures to ensure effective ⁵⁰ business organization (Fay et al., 2014).

The HRD should strive to focus on top management to encourage knowledge economy process. As such, individuals can appreciate cross-boundary learning and sharing. When coming up with knowledge-based teams, it is important to consider the set-up, the funds and the knowledge networks (Kianto et al., 2014). The organizations that have reaped from knowledge management have invested in senior level officers who focus on building full-time knowledge ⁵¹ teams. The HRD should understand that there need to be leaders who fully understand both the strategic and operational needs of knowledge management (Inkinen, 2016). Meanwhile, it is important to note that human resource management practices can impact workers attitude.

If the human resource practices are not in favor with the staff objectives, it is not easy to convince them to be creative and innovative. For a favorable working environment, it is best for the human resources department to engage the team members in every aspect of decision making. Otherwise, poor management strategies risk them being committed and loyal. This ⁵² is important because if the employees are not loyal, then it becomes hard for the employees to engage in knowledge sharing. Moreover, the recruitment process should ensure that HRM selects individuals who share organizational values (Lyons, Ng and Schweitzer, 2014). During downsizing of staff, the HRM management should not overlook retaining those employees who seem to have knowledge that can be tapped ⁵³ for the sake of

⁴⁴ [cases,]

⁴⁵ Overused word: *effective*

⁴⁶ [In order for → For]

⁴⁷ Unusual word pair

⁴⁸ Overused word: *main*

⁴⁹ Unclear antecedent

⁵⁰ Overused word: *effective*

⁵¹ Repetitive word: *knowledge*

⁵² Unclear antecedent

organizational goals.

In knowledge management, there is the importance of paying attention to culture. The people and culture are the backbones of successful implementation of knowledge management. The biggest challenge when it comes to managing people in an organization is breaking cultural barriers. For instance, there are instances ⁵⁴ where people are used ⁵⁵ to withholding information. The human resource should strive to create a free environment where people can share valuable information about organizational development (Chuang, Jackson and Jiang, 2016). Through training and workshops, people can be put into ease and learn how to open up. The organization can invest in training where the employees can be taught ⁵⁶ the importance of sharing ideas for their good. There needs to be consistency in pushing the employees towards sharing.

The shift towards knowledge economy is faced ⁵⁷ with several challenges that must be a factor in before implementing it in a business environment. First, its benefits can only be realized ⁵⁸ if the company can adapt to the changing environment. The company should be at ⁵⁹ a position of creating and applying new knowledge on a daily basis. Meaning the HR department must learn new trends in the business environment to continuously develop desirable teams and facilitate communities of practice (McLean and Kuo, 2014).

Secondly, knowledge economy for HRD is faced ⁶⁰ with the issue of ethics. In most cases, procedures of HRD process in a knowledge economy does not observe business ethics. Knowledge management, building productive teams, and designing an effective ⁶¹ workplace should be done on diversity aspect to respect ethical principles. While designing ⁶² workplace and recruiting teams, the organization must take in account the accepted practices to ensure that everyone is accommodated (Sambrook, 2014).

Lastly, HRD in a knowledge economy cannot be successful without technology and experts. Particularly, the communities of practice that is focused ⁶³ on the process of collective learning can only be possible if there are enough resources to facilitate it. The same case is realized ⁶⁴ in knowledge management and workplace design. The company which focuses on the knowledge economy for HRD must be ready to spend a lot of resources to make it a reality. Also, the working

⁵³ Passive voice

⁵⁴ Repetitive word: *instances*

⁵⁵ Passive voice

⁵⁶ Passive voice

⁵⁷ Passive voice

⁵⁸ Passive voice

⁵⁹ Possibly confused preposition

⁶⁰ Passive voice

⁶¹ Overused word: *effective*

⁶² Repetitive word: *designing*

⁶³ Passive voice

⁶⁴ Passive voice

environment must have the ability to support team development and innovation (Sambrook, 2014). Therefore, the process is only effective ⁶⁵ for organizations that are advantaged financially. The ones without well-established HR departments find it difficult to develop teams and carry out knowledge management and work design process effectively (McLean and Kuo, 2014). Basically, members ⁶⁶ of the team should work towards creativity and problem-solving which is not covered mostly by knowledge economy for HRD.

⁶⁵ Overused word: *effective*

⁶⁶ [*Basically, members* → *Members*]

In conclusion, Knowledge economy bases on the premises that human beings are able to ⁶⁷ create ideas through the exploitation of their brains. Initially, organization depended on the production aspect to make profits. As such, most companies focus was on the information systems. However, as time went on, globalization lead to the need of being more creative to sustain a competitive edge. Presently, most companies are keen on creating teams that are rich in knowledge regarding creativity and knowledge. The idea is good as it develops whole ⁶⁸ round employees, but it drains companies financially. The company would need experts as well as a well-established HR department to carry out the process. In addition ⁶⁹, the operations of HRD process in a knowledge economy should focus on ethical principles to avoid violation of the law and locking some groups out. It is understandable that each business is unique and should be treated ⁷⁰ uniquely, but the practices must obey the business ⁷¹ operating laws ⁷² for a particular location. Besides, most organization are profit oriented till they end up designing a workplace that limits a given group. This ⁷³ should stop, and a common law should be put in place to regulate business activities about the knowledge economy. Finally, I recommend that the government should intervene in an education program to bring a common ⁷⁴ playground for both companies which are advantaged and the disadvantaged ones financially. The essence of this is meant to narrow the gap that exists between learning and work. Building and maintaining knowledge-productive firms sometimes become a problem without the support of the government for financially disable organization and therefore it can be achieved ⁷⁵ with the help of government. The education

⁶⁷ [*are able to* → *can*]

⁶⁸ Unusual word pair

⁶⁹ [*In addition* → *Also*]

⁷⁰ Passive voice

⁷¹ Repetitive word: *business*

⁷² Repetitive word: *laws*

⁷³ Unclear antecedent

⁷⁴ Overused word: *common*

system in every country should incorporate career development for the young ones.

⁷⁵ Passive voice