Knowledge Oriented Human Resource Management in Public Organizations

E-mail: 9302494@mail.dyu.edu.tw

ABSTRACT

In this knowledge economy era, " People" is the carrier as well as the applier of knowledge, it is primarily the kernel of every organization. Nowadays, it becomes the important topic for all private and public organizations on how to establish a knowledge oriented human resource management system. This research will discuss the inner side of knowledge management based on the general understanding of human resource and knowledge management. With the research of related literatures and theories, it unleashes how an organization implements good knowledge management through training and learning, reengineering human resource, uprising competitive advantage and implementing life-long learning. The first part of this study begins with the review on some literatures introducing organizational learning, knowledge management and human resource management. Found that traditional human resource management can tightly link up with organizational learning and knowledge management in relating to the planning on talent recruiting, educating, assigning, retaining and promoting. Later this study will use the National Defense Ministry as an example to demonstrate how it introduces the human resource development and human resource training and education in its organization. Later part of this study will assess its performance. The outcome of this study found that-- 1.Identifying the core knowledge is the first step toward knowledge management in an organization. 2.Modeling learning-capable organization can encourage the implementation of knowledge management. 3.Developing suitable rewarding systems and competition activities can encourage employees to participate in knowledge management activities. 4.Leveraging group performance and individual behavior in relating to performance management can also inspire employees to join into knowledge management activities. 5.Improving the training on information technology and job rotation can increase the benefit of knowledge management. 6.Emphasizing employee career development and creating life-long leaning environment can retain core talent and increase their passion on the job. Lastly the recommendations to the government organizations includes: 1.Enhance training and education in people development 2.Invest to improve information technology 3.Plan and implement information technology in the right time 4.Fully utilize the capabilities of internal coordination and external communication in using information technology. 5.Combine promotion and performance assessment into the training program for public servants. 6.Emphasize in employee training and development 7.Create non-official communication channels, and 8.Establish a performance oriented rewarding system. Key Words :knowledge management,organization learning, human resource management

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