THE EFFECT OF ELITE DECISION MAKERS IN IMPLEMENTATION OF KNOWLEDGE MANAGEMENT IN ORGANIZATIONS

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ABSTRACT

The main aim of this study is review of The Effect of Elite Decision Makers in Implementation of Knowledge Management. Knowledge and Knowledge Management have emerged as a current 'hot issue' for many organizations. This study starts by exploring the definition of knowledge and knowledge management. It then considers the partnership for knowledge management, and especially how knowledge decision makers and technology specialties can contribute to effective knowledge management. It is concluded that knowledge Elite decision makers will have to move from the background to the center of the organizational stage, to jointly hold the reins of knowledge management.

KEYWORDS: Effect, Elite Decision Makers, Implementation, Knowledge Management

These days, knowledge and knowledge management are the most effective factor in the success of all organization. In fact, knowledge and knowledge management may soon be the only way of success in Competitive markets for any organization. Always one part of an organization repeats work of another part simply because it is impossible to asset and makes use of knowledge and knowledge management in other parts. Elite decision makers as major human resources of an organization need to know and understanding what the organization's corporate knowledge surveying are and how to manage and control and make use of these processes to get higher and effective return. In this paper explores and expand the phenomenon of knowledge and Knowledge Management from the insightpoint of a management process with an advanced background as Elite decision makers. Then, the paper Describes and proposes new performances of Elite decision makers for enhancing the value of knowledge and Knowledge Management in any organization.

REVIEW THE CONCEPTS OF KNOWLEDGE AND KNOWLEDGE MANAGEMENT

These days, the organization's success and efficiency depends on an efficient knowledge management. Knowledge and knowledge management survey are the knowledge that any organization its owner or needs to achieve its goals in their programs. Knowledge and knowledge management can be containing the two groups. These groups are tacit knowledge and clear knowledge. In surveying the first group, tacit knowledge is containing the hands-on skills, Professional know-how, heuristic sciences, intuitions, and other related content. Tacit knowledge is individual knowledge that is hard to formalize or survey able. The transfer process of first group is by bandied of experience, through these processes: apprenticeship or job training. Tacit knowledge in any organization trying to do task affectivity. It also cause for a kind of creative sanity insight and heuristic can often tackle sturdy difficulties that would otherwise be problem solving. Since tacit knowledge is implied, clear knowledge terms, has an impotence role that is used to match performances to situations in order to befitting rules. Clear knowledge performance in order to three basic questions: what is this situation? What kind of individual am I or: What kind of organization in present market is this? And finally, what does an individual or an organization in present market do in a situation such as this? (Richardson 1996). Clear knowledge is used in the planning and design of routines, standard working procedures, and the data base. Clear knowledge enables the any organization to use a specific level of operational management and higher efficiency control. It also enhances fixed, solid organizational reactions. These groups of knowledge and knowledge management can be found in any organization. The organizations are expert at continuously enhancing, reforming, and restructuring its knowledge in all fields. The organization enhances the learning of tacit knowledge to maximizing the skills and basic capacity of its employees and takes efficiency of clear knowledge to improving efficiency.

In fact, any organization has obtained a third level of knowledge approach - Meta-knowledge- that it uses to create and integrating all its mental sources in order to achieve high levels of efficiency in organization. The organization accepts a integrate approach to knowledge management that successfully merges tacit and clear knowledge at all levels of the organization. Tacit knowledge is civilized in any organizational culture that enhances through bandied vision and insight points. Individual knowledge is strong with clear knowledge for
the planning and designing and improvement of creative products, services and other processes. Knowledge Management is a collection of the rules that enhances a total approach in identifying process, managing and banding all of an organization's knowledge surveys containing without segment experience and domiciled in individual workers. In other words, knowledge management is taking efficiency of what you understanding. Knowledge Management obtain the identification and analysis of available and required knowledge, and the next planning and control of actions to enhance knowledge surveying so as to perform organizational goals. Knowledge Management is not about managing procedure or organizing books or magazines, searching the intrinsic for customers or arranging for the flow of materials. However, each of these performances can in some way be part of the knowledge management vision and processes. Knowledge Management is about improving the use of organizational knowledge science through procedures of knowledge management and organizational training. Thus, Knowledge Management is a merge of information Management technology, Communications technology, and Human Resources management. The goal of Knowledge Management is to return value to organization to more improvement. The first and basic purpose of implementation the knowledge management in any organization is to things the knowledge resources and knowledge abilities of the organization in order to enhance the organization to learn and train and moderate to its changing environment (Sengi and Karlo, 2003). Managing knowledge goes much further than taking basic data and retouches it to obtain information. Loukas (2007) explains that knowledge management process is about attainment, creation, packaging, and usage or reuse of knowledge information.

THE CORPORATIONS FOR KNOWLEDGE MANAGEMENT

I have explained the concept of knowledge and knowledge management. Knowledge -based systems fake new partnerships that immigrate together the organization's abilities to create and use knowledge, organize knowledge, and create foundation that enable the effective management of knowledge.

Three groups of researchers who need to corporate together as teams of knowledge partners are the basic of the knowledge center. They are users, knowledge Elite decision makers including Elite decision makers, and technology specialties. Users are the personals in the organization who are personally challenged in the act of produce and using knowledge. Users, obtaining the Elite decision makers, engineers, managers, and many others possess and accept the tacit knowledge and clear knowledge. The knowledge and competence they have is specialized and concentrated on the organization's amplitude of activity. Through their harmonic effort the organization as a whole performs its role and reach it's finally goals. Through their knowledge creation and use, the organization learns, makes findings, creates innovations, and undergoes moderate action. Knowledge Elite decision makers are the personals in the knowledge center that have the abilities, training and know-how to organize knowledge into systems and restructuring that simplify the efficiently use of knowledge resources. They obtain Elite decision makers, records expertise, archivists, and other information expertise. Their performances obtain the subrogation of the various kinds of organizational knowledge; improving procedures and systems of structuring and surveying knowledge; knowledge distribution and return; enhancing the efficient and value of knowledge; knowledge source and detection; and so on. Their integrated focus is to enhance the survey ability and quality of knowledge so that the organization will have a light insight of itself and its environment. The knowledge Elite decision makers planning and improve knowledge products and services that improves training and awareness; they preserve the organization's brain to create the conjunction and context for action and interpretation. The knowledge technology (KT) specialties are the personals in the organization that have the specialized expertise to fashion the knowledge foundation of the organization. The knowledge technology specialties obtain the system analysts, system designers, software engineers, designers, data processors, network engineers, and other expertise that improve knowledge based systems and networks. Their integrated focus is to establishing and maintain a knowledge foundation that procedures the flow and transaction of knowledge, and speed up the processing of data and communication. The knowledge technology specialties create data resources, databases, networks that allow the organization to act its work with accuracy, trustiness, and accelerate. In the intelligent and data base oriented organization, the knowledge of the three groups of users, knowledge managers, and KT specialties glaciates into a power structure for organizational learning and growth. In order to work together in teams of users, knowledge Elite decision makers, and knowledge technology specialties, each group will need to review its business mindset. These users will need to specify the management of knowledge from the management of knowledge technology. In other words, knowledge technology often has been hardly managed, whereas the management of knowledge processes identifying needs, obtaining knowledge, organizing, enhancement knowledge services, moderate distributing knowledge, and using knowledge -- has been largely spinal. These users need to understand that the finally goals and basic rules of knowledge management are quite different from the finally goals and styles of knowledge technology management. Users could
corporate fully in these knowledge processes, not just as goal-consumers of knowledge services, but as active factors in every activity of the knowledge management process, especially in specifying knowledge requirement, collecting knowledge process, banding knowledge, and creating raw initial data into useable knowledge. KT specialties are the most basic group in today's technology-prevailed environment. The management of knowledge technology has remained in the media's spotlight for many years. At the same time, the same systems are equally well known for their insolvency to create more total information about activities, subject areas, or even documents. KT specialties need to motivate the user to the center of their focus to develop a process-based, behavior-oriented understanding of the knowledge user in terms of their needs and knowledge use dispositions. People in organizations are not content with disciplined transactional data; they also want knowledge technology to simplify the use of the unofficial, undisciplined information that shapes the majority of the organization's knowledge resources. The users also want external data: knowledge to aim them understands how the external environment is changing, what other organizations are acting, and how the organization is acting. In other words, users want a source of formal and informal information, internal and external data that are significant to them for till view and developing choices.

The Knowledge based and intelligent organization know that the discovery and use of knowledge can best be obtained through strategic knowledge corporations that merge the skills and expertise of its users, Elite decision makers as knowledge Elite decision makers, and KT specialties. This collective synergy is importance to texture a knowledge tapestry that draws together structured and unstructured, internal and external, as well as historical, current, and next-oriented knowledge; to improve the requirements and procedures to surveys knowledge and choice the best available knowledge sources; to planning and designing knowledge designers based on a high understanding of users' knowledge and communication needs; and to integrate the organization's knowledge processes into a knowledge resource for organizational learning and development. Through strategic knowledge corporations, the Knowledge based and knowledge base and intelligent organization can significantly enhance each of the knowledge acts that create the knowledge management process.

INTRODUCE THE ROLES OF KNOWLEDGE ELITE DECISION MAKERS FOR KNOWLEDGE MANAGEMENT

The concept of Knowledge Management has emerged as a main interest of organizations. Elite decision makers are as part of the support personals of the organization, working moderately organization supporters, often no entrance in any of the importance functions of the organization. Information Elite decision makers have to redefine their roles as knowledge professional. In other words, Elite decision makers need to work as knowledge worker. Knowledge work is characterized by diversity and exclusion rather than routine and is acted by specialties or technical personal with a high level of skill and special. So those who practice their intellects in any of these styles of acts are knowledge workers. If Elite decision makers work can be or is totally reemployed, then they are an executive worker (for example, janitor), not a knowledge staff. That means that Elite decision maker's roles should be not limited to being the keeper or janitor of information. Knowledge Elite decision makers will have to move from the background to the center of the organizational level, to jointly hold the loin of knowledge management with users and the technology expertise, to help navigate and design the knowledge strategies, structures, processes, and systems that will foster organizational learning. Knowledge Elite decision makers should be able to synopsis, filter and publish biotic external knowledge. They also will design and enhance workgroup usage sequence that is effectively platforms for knowledge management. In the end, they will work side by side with users in gathering and analyzing strategic intelligence; and to act as educator and consultants who transfer knowledge collecting and research skills overall the organization.

CONCLUSION

This study clarifies the opinion of knowledge and knowledge management and surveys the roles of Elite decision makers as knowledge Elite decision makers for obtaining organizational goals. The knowledge expertise position will continue to doff as the knowledge basis develops. The accurate role of the knowledge expertise will depend on the organization structure and knowledge requirements. The assertion in roles of knowledge expertise will likely change according to the requirements of the user community and the stage of technological perfection.

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