

## KNOWLEDGE MANAGEMENT AND KNOWLEDGE WORKERS

Prof. Dan POPESCU, Ph.D

Academy of Economic Studies from Bucharest, danpv@ase.ro

Prof. Geanina CUCU-CIUHAN, Ph.D

University of Pitești, geaninaciuhan@yahoo.com

Assoc.Prof. Iulia CHIVU, Ph.D

Academy of Economic Studies from Bucharest, iuliac@ase.ro

Assoc.Prof. Manuela CIUCUREL

University of Pitești, [ancaciucurel@yahoo.com](mailto:ancaciucurel@yahoo.com)

**Abstract:** The last decade has witnessed an exponential growth of interest in organizational learning and Knowledge Management. This comes as a natural consequence of the ever more widespread understanding of the knowledge-based economy as a revolutionary change in the global economy. The rise of the service economy, the increasingly flow of global information, and the growing recognition of the importance of intellectual capital are turning knowledge into a key critical resource and a source of competitive advantage in the global economy, making from KM an evolutionary rather than a revolutionary development.

**Keywords:** knowledge management, knowledge workers, learning organization

### References

Alvesson, M (2000). Social identity and the problem of loyalty in knowledge-intensive companies. *Journal of Management Studies*, 37, 2000 (8), p.6

Alavi, M., Leidner, D. (1999). Knowledge Management Systems: Emerging Views and Practices from the Field, the 32nd Hawaii International Conference on System Sciences

Angus, J., Patel, J. (1998). Knowledge Management: Great Concept... But What Is It?, *InformationWeek*, March 16, 1998

Davenport, T. (2003). A measurable proposal. *CIO Magazine*, June 2003

Davenport, T.H., Prusak, L. (1998). *Working knowledge: how organizations manage what they know*. Boston, Ma: Harvard Business School Press, p.5

Drucker, P.F. (1999). Knowledge Worker Productivity: The Biggest Challenge, *California Management Review*, Vol.1, No. 2, pp.79-94

Drucker, P.F. (1959). *Landmarks of Tomorrow: A Report on the New „Post-Modern” World*, New York, Harper Colophon Books, p.86

Earl, M (2001). Knowledge management strategies: Toward a taxonomy, *Journal of Management Information Systems*, vol. 18, no. 1, pp. 215-233

Efimova, L. (2004). Discovering the iceberg of knowledge work: A weblog case

Hansen, M.T., Nohria, N., Tierney, T. (1999). What's your strategy for managing knowledge? *Harvard Business Review*, vol. 77, no. 2, pp. 106-116

Histop, D. (2006). *KM - Contemporary HRM*, Prentice Hall, pp. 412-426

Iles, P., Yolles, M., Altman, Y. (2001). HRM and Knowledge Management: Responding to the Challenge, *Research and Practice in HRM*, 9(1), pp. 3-33

McGee, J. (2003). From managing knowledge to coaching knowledge workers

Miller, F.J. (2002). I = 0 (Information has no intrinsic meaning). *Information Research*, 8(1), paper no.140 Nabeth, T., Angehrn, A., Roda, C. (2002). Towards Personalized, Socially Aware and Active Knowledge Management Systems, pp. 884-891

Nonaka, I., & Takeuchi, H. (1995). *The Knowledge-Creating Company: How Japanese Companies Create the Dynamics of Innovation*. Oxford University Press, NY Redman,

T., Wilkinson, A. (2006), *Contemporary human resource management: text and cases*, 2<sup>nd</sup> Edition, Pearson Education, p. 418

Skyrme, D. (1997). Knowledge management: making sense of an oxymoron. *Management Insight*, 2nd series, no 2

Yahya, S., Goh, W.-K. (2002). Managing human resources toward achieving knowledge management, [www.emeraldinside.com](http://www.emeraldinside.com)