

Issues in

# Knowledge Management

Mohamad Fauzan Noordin



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# ISSUES IN KNOWLEDGE MANAGEMENT

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**Editor**

Mohamad Fauzan Noordin



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# INTEGRATION OF KNOWLEDGE MANAGEMENT IN HUMAN RESOURCES MANAGEMENT ACTIVITIES

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Rohaimi Abdullah and Mohamad Fauzan Noordin

## **Abstract**

Knowledge Management stems from the idea that an organization's most valuable asset is the knowledge of its people. Knowledge is dependent on people. Many have argued that Human Resources Management issues are vital for managing knowledge within firms. Individuals and organizations are starting to understand and appreciate knowledge as the most valued asset in the emerging competitive environment. There is a need for a traditional Human Resources Management to broaden up to cater for the Knowledge Management needs in an organization. This paper tries to elucidate the relationship of Knowledge Management practices in the Human Resources Management activities by looking at a few specific core areas of Human Resources Management activities namely 1) employee selection and recruitment, 2) employee retention, 3) employee reward and remuneration, 4) employee performance management, 5) employee training, learning and development and 6) employee exit in relation to Knowledge Management.

## **27.1 Introduction**

In any organization, there may be a few key drivers of Knowledge Management (KM). These may be to achieve organizational efficiency,