

Organizational Problems of Knowledge Management

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Abstract

Knowledge management is a new function and a specific type of managerial activity involving: identification, selection, synthesis, generalization, retention, assimilation, promotion and usage of real knowledge. The key issue is to determine the organizational conditions needed to make these processes function efficiently on all levels and contribute to the successful activity of the company in order to raise its competitiveness. The paper will view: the correlation between new knowledge management and new knowledge in the sphere of management; processes of decentralization in management; creation of small self-governing structures; integration of information systems; use of work teams, participation of employees in the process of decision making, transition to diversification and pluralism of organizations, etc. In addition attention will be paid to the influence on knowledge management of new types of organizational structures (matrix, horizontal, networked, virtual). Generalization of the accumulated knowledge management experience, its comprehensive analysis and creation of necessary organizational conditions become the major tasks of the science and practice of corporate management in present-day Russia.