



Co-funded by the
Erasmus+ Programme
of the European Union



KNOWMAN

Identifying the barriers to knowledge retention in KIBS SMEs

TAL
TECH



National University of Political Studies and Public Administration

Identifying the barriers to knowledge retention in KIBS SMEs – Introduction



Knowledge Intensive Business Services (KIBS) Small and Medium Enterprises (SMEs) are key players in the modern economy. However, knowledge retention can be a major challenge for these organizations. This presentation will discuss the barriers to knowledge retention in KIBS SMEs.

©Pixabay (<https://pixabay.com/photos/open-book-library-education-read-1428428/>)



KIBS SMEs are key players in the economy, but knowledge retention is a challenge. Barriers to knowledge retention in these organizations include employee turnover, lack of formal knowledge management processes, limited resources, and rapidly changing technology. To overcome these barriers, KIBS SMEs can implement formal knowledge management processes, invest in employee training and development, leverage technology to capture and share knowledge, and take a proactive approach to knowledge retention.

Identifying the barriers to knowledge retention in KIBS SMEs – What Barriers are there?

- Employee turnover
- Lack of formal knowledge management processes
- Limited resources
- Rapidly changing technology.
- Inadequate training



Source: ©Pixabay
https://cdn.pixabay.com/photo/2018/04/03/38/personal-3286017_1280.jpg



Co-funded by the
Erasmus+ Programme
of the European Union



- There are many barriers to knowledge retention in KIBS SMEs. These include others such as lack of motivation, and lack of access to technology. These barriers can prevent effective knowledge retention in KIBS SMEs.
- Another barrier is the lack of communication between staff members. This can lead to a lack of knowledge sharing and collaboration, making it difficult for KIBS SMEs to retain knowledge.

Identifying the barriers to knowledge retention in KIBS SMEs – how to address them?

- Implement new trainings
- Promote an open communication
- Create a culture of knowledge sharing



Co-funded by the
Erasmus+ Programme
of the European Union

©Pixabay
(https://media.istockphoto.com/id/1398758271/photo/motivated-diverse-business-team-planning-project-tasks.jpg?s=1024x1024&w=is&k=20&c=*_4dM-)



There are several ways that KIBS SMEs can address the barriers to knowledge retention. These include providing adequate resources, training, and access to technology. Additionally, KIBS SMEs should encourage communication and collaboration among staff members. Furthermore, KIBS SMEs should create a culture of knowledge sharing and create incentives for knowledge retention. This can help ensure that knowledge is retained and shared among staff members.

Identifying the barriers to knowledge retention in KIBS SMEs – Conclusions

Knowledge retention can help KIBS SMEs to improve:

- Organizational Performance
- Competitive advantage
- Innovation to develop competitive products and services



©Pixabay(<https://www.istockphoto.com/photo/leader-and-uniqueness-concept-3d-illustration-gm1383567940-443442734>)



In conclusion, knowledge retention is an important part of KIBS SMEs. However, there are many barriers to knowledge retention, such as lack of resources, inadequate training, and lack of motivation. KIBS SMEs should address these barriers and create a culture of knowledge sharing to ensure that knowledge is retained.

Sources to find out more!

- Hanif, M. I., Sagheer, H., & Mehak, S. (2020). IMPACT OF KNOWLEDGE SHARING AND KNOWLEDGE RETENTION ON EMPLOYEES DEVELOPMENT THROUGH THE MEDIATION OF SUSTAINABLE COMPETITIVE ADVANTAGE AND MODERATION OF TRANSFORMATIONAL LEADERSHIP. In *International Review of Management and Marketing* (Vol. 10, Issue 4, pp. 96–109). EconJournals. <https://doi.org/10.32479/irmm.9931>.
- Raymond, L., Bergeron, F., Croteau, A., Guinea, A.O., & Uwizeyemungu, S. (2020). Information technology-enabled explorative learning and competitive performance in industrial service SMEs: a configurational analysis. *J. Knowl. Manag.*, 24, 1625-1651.



KNOWMAN

More about the project:
knowmanproject.eu

This project has been funded with support from the European Union. This document and all its content reflect the views only of the author, and the Commission cannot be held responsible for any use which may be made of the information contained therein.