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# Knowledge Typology

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## Types of knowledge from a knowledge management perspective



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- Depending on its nature: explicit knowledge (knowing about) vs tacit knowledge (knowing how); theoretical vs applied;
- Depending on transferability readiness: codified vs uncoded knowledge;
- Depending on its source: internal vs external organizational knowledge;
- Depending on how it is processed by humans: rational, emotional, spiritual.

### Types of knowledge from a knowledge management perspective

In the literature, several distinctions between types of knowledge are made. Knowledge can be explicit or tacit. Explicit knowledge is easily transferred through communication since it is expressed in words, numbers or symbols and thus codified. It can be compiled, stored and processed. Tacit knowledge is uncoded and is conveyed between individuals through experience and application. It is implicit, diffused in organizations referring mainly to the insights, competencies, experiences, intuition, as well as the know-how of their members. Although it is more difficult to transfer, and it might not happen spontaneously, tacit knowledge should also be activated through knowledge management.

Organisational knowledge can be created from internal sources or can be acquired from external ones. In both cases an explicit and effective strategy for knowledge development is needed.

Human beings generate, acquire, assess and employ knowledge at three levels: rational, emotional and spiritual. All these types of knowledge are reflected in the human capital at organizational level.

# Organisational knowledge management (KM) processes and practices

- Tacit knowledge >>> explicit knowledge (SECI model; Nonaka, 1994);
- KM processes: knowledge identification, acquisition, creation, capturing, sharing, utilization, and transferring;
- KM practices: systematic managerial activities >>> competitive advantage & performance.



Source: Photo by Alena Darmel from [Pexels](#)



## Organisational knowledge management (KM) processes and practices

According to Ikujiro Nonaka (1994), one of the most important theoreticians in the field of knowledge management, a systematic conversion of tacit and explicit knowledge takes place in organisations through socialization, externalization, combination and internalization of knowledge. This is called the SECI model.

Organisations manage knowledge through processes of knowledge identification, acquisition, creation, capturing, sharing, utilization, and transferring. Knowledge management practices are systematic managerial activities that aim to build competitive advantage and enhance firm performance.

# Organisational knowledge management



Source: Photo by Ron Lach from [Pexels](#)

- Organisational KM strategies >>> performance, organizational learning & faster decision-making;
- KM systems streamline organizational processes (e.g., training) and leverage organizational knowledge >>> organizational learning and growth;
- KM tools: document management & content management systems, data warehouses, etc.;
- KM benefits: identification of knowledge gaps, decision betterment, development of a collaboration and communication culture.



## Organisational knowledge management

The organisational KM strategies sustain performance, organizational learning and faster decision-making. Knowledge management has as its main benefits the identification of knowledge gaps, decision betterment, development of a collaboration and communication culture and so on.

Knowledge management systems streamline organizational processes (e.g., training) and leverage organizational knowledge, driving a culture of organizational learning and growth.

Knowledge management tools contribute to the development, storage, spreading, and activation of knowledge within organizations. It may include document management systems, content management systems, data warehouses and others.

## Sources to find out more!

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We recommend you to check these resources for additional information on Knowledge Typology.



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More about the project:  
[knowmanproject.eu](http://knowmanproject.eu)

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