

# Nigerian Nuclear Regulatory Authority

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From the Selected Works of Nkiru Opara

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Winter November 22, 2016

## KM in Organizations.pdf

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## MY ORGANIZATIONAL RESOURCE

Knowledge drives and underpins one's behaviour and decision making. The most valuable resource of some organization, among all other resources, is the knowledge of its people. Performance of such an organization depends on how new knowledge is created, how knowledge is shared and used to achieve efficiency and best results.

The knowledge could be explicit or tacit. Explicit can be captured and documented but tacit is within the people/person and difficult to access. Organization is not to manage all knowledge but knowledge that is important to the success of the organization. So, to manage this knowledge is to ensure that people have knowledge they need, when and where they need it. It is obvious that knowledge is derived from information but knowledge well managed is richer (because it provides context for people) than information.

Knowledge management thrives when these three components are in place; people, Process and technology, most importantly people.

Knowledge is an asset, appreciated and treasured when

- an organization identifies and captures unique/critical aspect of it
- an organization creates new one
- an organization shares it
- it is used to achieve efficiency and best result in an organization, etc

What happens when experts with unique knowledge leave an organisation? Does the organisation feel knowledge loss? Study has shown that organizations will lose human, social and structural capital. Considering what happens when experts leave an organization may help to understand the impact of knowledge loss and take proactive measures to ensure **safety of accumulated resources**.

*More of these understanding was given to over Twenty people from different developing countries at Nuclear Knowledge Management School, Trieste.*

