



Organization Infrastructures and Knowledge Transferring Mechanism

(A study of selected Knowledge Based Enterprises in Colombo district)

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ABSTRACT

Keywords: Organisational Infrastructures, Knowledge Based Enterprises, Knowledge Transferring Practices, Knowledge Economy, Knowledge Management.

In Knowledge Based Economy, knowledge as a strategic resource, playing a crucial role towards success of the organisation. In strategic management perspective knowledge reflect as critical success factor. Thus recently, organizations focus on Knowledge Management Practices. Because, organisation performance are sharpen by Knowledge Management Practices. Nevertheless, currently organisations are facing a number of challenges in developing and maintaining sound models in relation to the Knowledge Management. Knowledge transferring within the organizations is setback to the organisation. Organisation Infrastructures are affecting to the Knowledge Transferring within an organisation. Therefore this study concentrates on Knowledge Transferring Mechanism with Organisation Infrastructures. The researcher concentrates Organisational Culture, Organisational Structure, Reward System, and Explicit Knowledge vs. Tacit Knowledge as Organisation Infrastructures. Twenty Knowledge Based Enterprises surveyed to identify impact of Organisational Infrastructures on Knowledge Transferring Practices. The results demonstrate that Organisation Infrastructures are exclusively impact on better Knowledge Transferring Mechanism in an organisation. Suggestions are provided as a terminating point in order to improvement for Organisational Infrastructures towards successful and realistic Knowledge Transferring arena.