

KM Conference 2017

21 - 24 June 2017, Novo Mesto, Slovenia

Themes: Knowledge Management, Learning, Information Technology

<http://www.iiakm.org/conference/>

1st Day Opening Keynote Lecture

Causal Configurations of Knowledge Sharing in SMEs

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Keynote Overview:

The requirements of the knowledge economy demand a change in the human resource management, since individuals and their behaviors contribute more than conventional assets to the organization's success. The value of knowledge is revealed when it is shared, however, promoting knowledge sharing (KS) is a major challenge, since there is a natural tendency to reserve knowledge and look suspiciously at the knowledge provided by others. Considering that the success of the KS process mainly depends on the behavior of employees, organizations should promote a KS environment. The quality of work relationships fosters employees' commitment, thus developing employees' willingness to share knowledge is based on an emotional attachment and identification with organizational values. The use of Qualitative Comparative Analysis identifies causal configurations leading to KS, instead of providing a single estimated solution of the dependent variable like quantitative traditional statistical methods do.

Main Topics:

- Knowledge sharing
- Human resources management
- Organizational commitment
- Qualitative Comparative Analysis

About the Keynote Presenter:

Carla Curado completed her Ph.D. and holds "Habilitation" in Management from the Technical University of Lisbon. She is an Associate Professor at the Department of Management, ISEG – Lisbon School of Economics and Management, University of Lisbon, where she is in charge of the Human Resources and Organizational Behavior scientific area. She is a member of the ADVANCE research center board of directors and two Master programs' board of directors at ISEG, University of Lisbon: the Human Resource Management Master Program and the Corporate Sciences Master Program. Her current research is in Knowledge Management and Human Resources Management. Carla Curado has published numerous articles on these topics in outlets such as the Journal of Business Research, Computers in Human Behavior, Journal of Knowledge Management, Management Decision, The Learning Organization, among others. Carla Curado serves on the editorial review board for several international journals. She represents the University of Lisbon at the International Organization for Standardization (ISO) Technical Committee 260 to assist organizations in aligning and streamlining their human resource management practices, in a working group (WG 06) addressing Knowledge Management. She is an Advisory Board Member of the International Association of Management and Business.

