EXPLORING HRM WITH KNOWLEDGE TRANSFER IN AN INNOVATION SETTING:

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ABSTRACT

Human resource management is anticipated to work for long term development of an organization. However despite all endeavors organization experience dearth of appropriate skills and knowledge and so the management becomes demanding expecting a CEO to fill the lacunas and potentiate organizations bench mark.

Change is constant and so is the people working are bound to leave the organization at some point of time. Right decision makers and risk takers are becoming a rare commodity for present day organizations. Technological and pricing competition is creating impositions for the CEO’s and hence they are skeptic to step out of the routine market bandwagon.

An Operative Model on innovation is suggested supporting Knowledge transfer as a solution to the problem that peripherals various aspects of the organization focusing on preservation of talents and skills. The Research Methodology would focus on Secondary data collection. Case studies and books of renowned authors are referred to understand the Concept, Process, Techniques, Advantages, and Barriers to Innovation & Knowledge transfer. The information drawn from the research would help us to know an appropriate way to preserve the best skills, talents and knowledge of an organization for its prosperity, stability and success.

KEY WORDS: development, commodity, prosperity, stability and success.