

The Use of Learning Management Systems during Emerging the Tacit Knowledge

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Abstract : Deficiency of institutional memory and knowledge management can result in information security breaches, loss of prestige and trustworthiness and the worst the loss of know-how and institutional knowledge. Traditional learning management within organizations is generally handled by personal efforts. That kind of struggle mostly depends on personal desire, motivation and institutional belonging. Even if an organization has highly motivated employees at a certain time, the institutional knowledge and memory life cycle will generally remain limited to these employees' spending time in this organization. Having a learning management system in an organization can sustain the institutional memory, knowledge and know-how in the organization. Learning management systems are much more needed especially in public organizations where the job rotation is frequently seen and managers are appointed periodically. However, a learning management system should not be seen as an organizations' website. It is a more comprehensive, interactive and user-friendly knowledge management tool for organizations. In this study, the importance of using learning management systems in the process of emerging tacit knowledge is underlined.

Keywords : knowledge management, learning management systems, tacit knowledge, institutional memory

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