

عنوان مقاله:

Identifying and Prioritizing appropriate tools of knowledge acquisition and transfer in National Iranian Oil Company: a benchmarking of leading oil companies in the world using group AHP

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خلاصه مقاله:

Nowadays, knowledge and information is the largest asset of organizations and human beings and having it can lead to a powerful and certainly valuable organization. The purpose of this study is to identify the suitable knowledge acquisition and transfer tools in the National Iranian Oil Company (NIOC). This study is applied in terms of purpose and case study from the point of view of strategy. Given the economic conditions of the NIOC as well as the need for maximum use of the knowledge, experience and skills, it is essential to identify the more effective ways of transferring knowledge, especially to the new entrances. Using the mixed method, in the qualitative section identified the tools of knowledge acquisition and transfer by studying leading oil companies in the world in knowledge management and using the expert panel, the appropriate tools for NIOC were determined. In the quantitative part of the research using questionnaire tools and group analytical hierarchical Process (AHP) method, knowledge acquisition and transfer tools were prioritized. Findings demonstrate that the NIOC can be effective in organizing the available knowledge by focusing on community of practice, peer assist, community of learning and lessons learned.

کلمات کلیدی:

Knowledge Management (KM), knowledge acquisition, Knowledge transfer, oil and gas companies, National Iranian (Oil Company) (NIOC)

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