Abstract

The aim of this paper is to study the role that human resource management has on the knowledge management, particularly on the transfer process of tacit knowledge. After revising the literature, we analyze several human resources policies that influence on the workers’ intention of sharing their knowledge with the others. To that purpose, we carried out an inquiry to the human resources managers of 242 high technology manufacturer companies. The results confirm that is possible that workers transfer more knowledge if companies apply these patterns: an adequate job design, a screening process based on skills and behaviours, a job performance evaluation based on the mentioned qualities and a remuneration and promotion policy that gives an incentive for those behaviours.

Keywords

Human resource management, Knowledge management, Knowledge transfer.