



# Personal Knowledge Management: Individual, Organizational and Social Perspectives

*By David J. Pauleen, G.E. Gorman*

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## **Personal Knowledge Management: Individual, Organizational and Social Perspectives** By David J. Pauleen, G.E. Gorman

Individuals need to survive and grow in changing and sometimes turbulent organizational environments, while organizations and societies want individuals to have the knowledge, skills and abilities that will enable them to prosper and thrive. Personal Knowledge Management (PKM) is a means of coping with complex environmental changes and developments: it is a form of sophisticated career and life management.

Personal Knowledge Management is an evolving concept that focuses on the importance of individual growth and learning as much as on the technology and management processes traditionally associated with organizational knowledge management. This book looks at the emergence of PKM from a multi-disciplinary perspective, and its contributors reflect the diverse fields of study that touch upon it.

Relatively little research or major conceptual development has so far been focused on PKM, but already significant questions are being asked, such as 'is there an inherent conflict between personal and organizational knowledge management and how best do we harmonize individual and organizational goals?'

This book will inform, stimulate and challenge every reader. By delving both deeply and broadly into its subject, the distinguished authors help all those concerned with 'knowledge work' and 'knowledge workers' to see how PKM supports and affects individuals, organizations and society as a whole; to better understand the concepts involved and to benefit from relevant research in this important area.

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### **Review**

'This very interesting book provides a wealth of applicable ideas and practices that will benefit organizations in many and varied ways, from increasing effectively knowledge management and knowledge worker competences to raising productivity and performance levels... What is most impressive about this book is the numerous illustrations in terms of tables and figures which the authors use to illustrate concepts and processes...This is a well written book with innovative concepts and ideas and brings forth the birth of a new field of knowledge provocatively and methodologically with strong framework and prospects for further development.' - Donavan A. McFarlane, Journal of Business Studies Quarterly 'The language throughout the text ranges from deeply philosophical to clear, concise and method based. It is definitely a book to be consumed gradually, allowing the reader the opportunity to build on each chapter, applying their own learnings on the subject. Knowledge management as both a change initiator and as a skill for coping with significant at both a personal or an organizational level is addressed in the text. Managers as well as knowledge professional will find this a fascinating, if at times challenging work, requiring re-examination of personal and professional knowledge approaches.' Library management Vol 32, No 8/9, 2011 '...This whole field of study is like a desert throwing up new and appealing mirages that attract wandering academics, consultants or technology suppliers but rarely offer something tangible. Nevertheless the various authors between them provide much which is thought provoking and will make readers more aware of the inherent complexities and obfuscations. As such the readership most likely to find it attractive are the academics and consultant wandering in this wilderness. Usefully each chapter is provided with references while the book has a 7 page index to the whole collection. Do read it!' Bob Wiggins, International Journal of Information 'PKM as presented here invites the ambitious individual to try to find out more about themselves, to improve the ability to deal with personal knowledge systematically and according to personal goals and preferences. Viewed like this, PKM turns out to be of essential assistance in our time of information overload, attention economy, changing nature of work, lack of orientation and stress-induced diseases.' Library Review, Vol 61, No 2, 2012

### **About the Author**

David J. Pauleen is Associate Professor in the School of Management, Massey University, Auckland, New Zealand and G. E. Gorman is Professor of Information Management in the School of Information Management at Victoria University of Wellington, New Zealand. Both have previously edited or written books on knowledge and information management, emerging work practices, virtual teams and related subjects. Professor Gorman is Editor of Online Information Review and has won awards for his writing in the USA and the UK and been translated into several Asian languages. His research interests embrace SE Asia and the Middle East.

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