

Short communication

Science management in modern organization

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Applying modern methods, new processing technology in modern organizations depends on a number of facts: One of them is efficient human resources management and wisely utilized human intelligent resources capital. Providing such demand needs appropriate management knowledge tools. Knowledge and intelligence always have been issues throughout the nations and human norms. But today for first decade of 3rd millennium, information is considered as a success key in organizations and society. Of course its values depend on how it is applied; such as source. Therefore gaining, reproducing and using of knowledge which is also considered as a main duty of knowledge management, is the main path of human science development in a stable society.

Key words: Science management, human resources management, human science development.

INTRODUCTION

One of the important evaluation views of an organization is looking into its information processor. The focusing of such view point is; paying attention to existing information in the organization and use. In other words: manager and/or employees ability to access available data (Scarborough and Swan, 1999).

Generally, science management required, could be expressed as; knowing how to access and process methods in an organization. As a fact concerning science management, development progress advances so quickly, it is not easy to give a simple definition. Any definition could be doubtful and most definition would need improvement and cannot be fully tested for the guessed facts (Skarbrow and Swan, 2001). But in general, science management is appointing the information developed and it could be described as: Organizing, creating, gain, customizing, and coordinating between organization's internal and external knowledge in the way others could affect and/or be affected (Gray, 2000).

To realize the importance of science management in the path of succeeding organization strategy process, managers placed information as important source before others; such as cash, employees, raw materials etc. And design this strategy to take best advantage of that. Therefore, the attempt employed in order to gather and

homogenize information and make it usable for public is termed science management (Daft, 2001).

Through this concept, science management is not just a technology but it is knowledge along with leadership and appropriate organization management. On the other hand it could come to the conclusion that companies had physical entities to convert raw material to goods and services. Today, physical entities respect to intelligence capital is less concerned.

Same companies' capital and intelligent capital are so vast and spread out that they can be used as business grant (credit). The importance of such evolution and motivation by itself had caused giving extra attention to knowledge and management which of course its science management's job to respond to such revolution. Increasing manager's information and awareness in respect to this modification is unlimited.

Anyhow, science management is the management system that responds to an organization's important problems and difficulties. Advanced organizations have discovered that acknowledged economy, intelligent investment is their main business capital. So, science management is tied up with new science and technology (Richard, 2002).

SCIENCE MANAGEMENT IN NEW ORGANIZATION

Science management helps the organization's affect and

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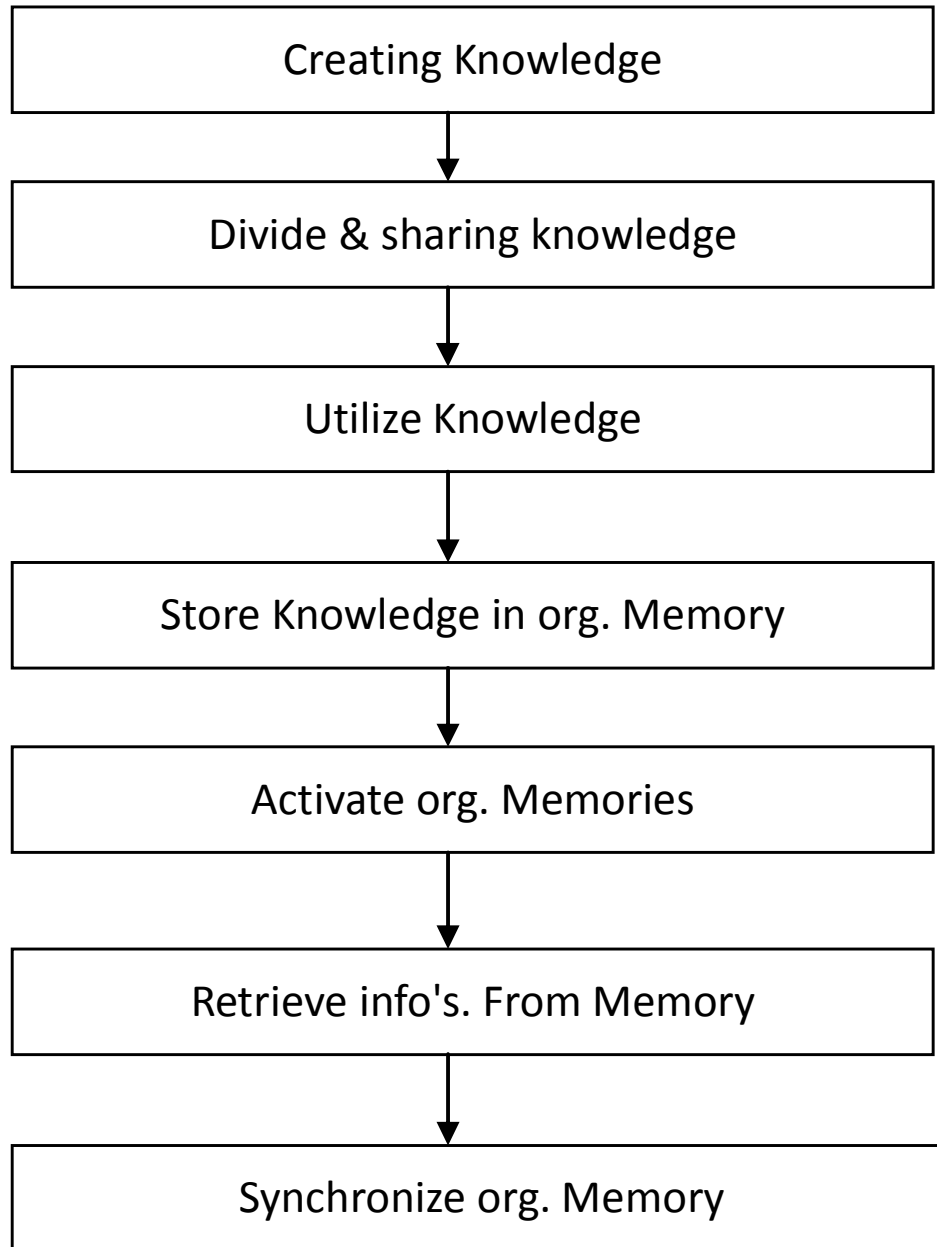


Figure 1. Science management process.

help people (individuals) to share their experience and data information to improve organization performance and science management process is presented in Figure 1 (Shuab, 1999; Leonard, 1992).

In this model the appearance of any movement such as problem could present the beginning of knowledge point by one person or a group. If this is an interesting and useful knowledge among others, it could transfer to other individual in connection with subject and move to other organization. The next stage leads to greater group and later if such information and knowledge is useful without a doubt, it is going to be affecting the science

management decision. Finally, this knowledge and information is going would be stored in the organization's memory. After all, science management processing in a new organization consists of the following (Sveiby, 2001):

1. Creation or specific knowledge, maybe applied and use whenever such new science needs to be used in the next step (to improve);
2. Harvesting new knowledge to gain and store as a new source for following;
3. Filtering, refining and processing new data information. Refining and filtering by organization's specific goals and

**From hidden
To:
Obvious knowledge**

Displaying	Socialization
Combination	Internalization

Figure 2. Shows different type of knowledge in Science management from hidden to obvious knowledge matrix (Bhat, 2000).

target to achieve desired organization's result.

4. Configuration and categorization of newly treated and useful data;
5. Distribute knowledge to suitable point and even outside of organization;
6. Application: Last step in science management process which is using the knowledge as a stable advantage preference.

DIFFERENT SCIENCE MATRIX IN SCIENCE MANAGEMENT

Nonaka and Takashi matrix is one of the acceptable science management classified as hiding, obvious, personal and group with two classification matrix knowledge leading from one shape to another is presented in Figure 2 (Bhat, 2000):

Socialization: From heat to heat carrying the knowledge people transferring their information from older to newer externalization: from hidden to display talking and explaining the gain and transferred knowledge. Combining distribution and advertising the gained knowledge to present systematically.

Internalization: Carrying from externalization to internal applying the process of learning to practicing, discussing and modeling. This way, the achieved knowledge is carried to the other like a screw action (snaking) Going through four processing stages, knowledge transfer, examine, modify, explore and restrength to others inside the organization and also passing outside the organization. Knowledge is formed from a combination of existing professional/political experiences, values, information and views. This information is not just stored and organized inside company and books and memory, but it affects the handling of the organization's job processes too (Drucker, 1993; Gray, 2001).

LEADING SCIENCE MANAGEMENT

Applying science management required the role plans of leadership responds some position, organization and or

teams in between, demand or required to do specific duties. And some other passes it to main managers. However, any person or group who is going to take such action they should be aware of following steps:

1. Communication expert;
2. Leadership with wise view;
3. Thinking expert strategy;
4. Able to handle the complex;
5. Dominating the environment;
6. Capability of attracting and sharing other.

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