“Knowledge and human-resource management for effective enforcement of competition law”

See UNCTAD report TD/B/C.I/CLP/15/Rev.1  June 2012
What is KM & HRM?

**KM:** – Elements of gathering and utilization of information and enabling the gatherer of knowledge to disseminate and use it freely for the good of the organisation. (Harman C and Brelade S, 2007)

**HRM:** - UN HRMS regulations: Human-resource management can be defined as the administrative discipline of hiring and developing employees so that they can add value to the organization.
Why KM & HRM?

• Knowledge-management and human-resource issues have been identified as part of the key pillars of an effective competition agency.

• Effective competition agencies are better placed to execute the mandate of regulating the market and ensuring a level playing field.
Managing the Knowledge Worker

- HRM as a manager for the “knowledge worker”. (Drucker, 1959)
- Being a Knowledge worker involves using available information and tools, creating and utilizing acquired knowledge in the workplace
- Also shares Knowledge with the rest of the organisation
What are the potential benefits of a good KM & HRM strategy?

• It enables the acquisition and effective use of available resources
• Creates an environment in which knowledge and resources are efficiently and effectively utilized
• Facilitates information sharing and storage
• Preserves institutional memory/history
• Creates a sense of belonging to staff and management
Tools to promote effective KM & HRM strategies?

• Promote dialogue between staff and managers
• Reward and recognise staff efforts
• Establish the relevant tools for information sharing
• Create a culture of information sharing
• Develop team work and all inclusive forums where everyone participates
Critical issue

KM and HRM Systems are complimentary and should be coordinated:

• Both KM & HRM are dependent on People
• KM; Developing, sharing and applying information within the organisation
• HRM processes of such as recruitment and selection, education and development, performance management, and pay and rewards, as well as the creation of a learning culture, are drivers of Knowledge management within organisations.

➢ In the past Knowledge Management was perceived as as IT or registry based
➢ In HRM, the HR managers were perceived as an opposing agents to other staff
➢ Modern KM and HRM strategies are aimed at addressing these issues
Issues Raised for discussions

(a) In the first years of competition agency operations, which areas of KM and HRM should be given priority in order to create maximum impact?

(b) How can young competition agencies inclusion of KM and HRM strategies into their organization’s procedures?

(c) In cases where competition agencies are a department in a government ministry, how can the agencies influence government policy to include KM and HRM strategies that are oriented to their needs?

(d) What strategies can mature competition agencies adopt in order to best share KM and HRM practices with young competition agencies in developing countries?
THANK YOU FOR YOUR ATTENTION