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Title: Improvement of knowledge transfer processes in hospital organization

Summary

Knowledge resource are very diverse in its structure. Permanent increase of knowledge forces assimilation new knowledge by medical staff. It is necessary to transfer new knowledge elements from environment to hospital organization and included in the implementation processes. In the course of the study drew attention to the repetitive nature of the knowledge components and components which can be subject upgraded. The paper attempts to define the current models of knowledge transfer. On the basis of them Author developed set of factors to improve subprocesses of knowledge transfer in hospital organization. Factors of improvement have been divide up on the factors of improvement of transmission of knowledge and absorption of knowledge.

To improve the absorption of knowledge offered:

- methods of codification of tacit knowledge (including photographic recording method, video recording, audio recording, 3D modeling),
- organize knowledge through relationships (including the proposed use of decision tables as a tool to describe the relationship),
- accumulation of knowledge in the form of thematic repositories.

To improve the transmission of knowledge is proposed:

- Mobile access to knowledge resources,
- Real-time knowledge sharing,
- communicate with users via available Information and communication technology.

The author has developed models of improvement knowledge transfer from three perspectives: in terms of "transmission-absorption", in terms of resources against a background of knowledge management processes and in relation to the identified types of knowledge. The models were verified in terms of their use in the hospital organization.