

## A Study of the Status of Human Resources in the Iran Public Libraries Foundation from the Point of View of Knowledge Management

**Roya Baradar**

Assistant professor, Head Department of LISc, Alzahra University  
rbaradar@alzahra.ac.ir

**Hassan Kiani Khoozestani**

Assistant professor, Department of LISc, Alzahra University  
hkiani2000@yahoo.com

**Hamideh Gohari** (Corresponding Author)

M.A in LISc  
hgohari61@gmail.com

Received: 22<sup>th</sup> May, 2011; Accepted: 10<sup>th</sup> September, 2011

### Abstract

**Purpose:** The present research aims to study the man power status of the head office of public libraries foundation. It also aims to study the performance of the foundation in knowledge convergence processes among the staff.

**Method:** This research is a survey method. The research population included all the staff of the central office (headquarters) of the public library foundation (managers and staff). There was no sampling. The research tool for the data collection was a researcher-made questionnaire including 8 items and 46 closed questions.

**Finding:** The findings show that the index of "staff individual tacit knowledge" has the highest average. Also, the indexes of "organization revealed knowledge" and "convergence of revealed knowledge to tacit knowledge" have the lowest average.

**Originality/Value:** A study of the knowledge management literature shows that very few research works have been conducted on knowledge management in public libraries. In this research, in addition to preparing a questionnaire for kinds of knowledge, knowledge production processes, and knowledge convergence based on Nonaka, the status of human resources is studied in the head office of public library foundation. At the end, according to the findings, some appropriate guide lines have been presented for developing knowledge and man power function in relation with knowledge convergence processes.

**Keywords:** Human resources, Iran public libraries foundation, Knowledge management, Tacit knowledge, Explicit knowledge.