

Tacit Knowledge Sharing in Educational Organizations: Literature Review

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Abstract

The development of an organisation is highly dependent on knowledge management. In this paper, we will discuss knowledge sharing in schools and other educational organizations. Usually teachers “bring” the knowledge, mainly theory based, into schools from universities where they graduated. However, a great amount of the knowledge in these organizations is created by teachers themselves and, as such, much of it is tacit knowledge. The task of capturing this type of knowledge and sharing it with the intention of improving the knowledge management and, ultimately, enhancing the quality of education in these institutions is a big challenge because of the very specific nature of tacit knowledge. This literature review paper aims to shed light on the processes applied by many educational organizations related to tacit knowledge management, the difficulties they come across in this endeavour, and some recommendations to improve the strategies of such a process.

Keywords: tacit knowledge, knowledge management in education, knowledge flow, educational organizations, professional learning communities, communities of practice