

# HUMAN KNOWLEDGE MANAGEMENT AND KNOWLEDGE ECONOMY

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The history of the modern world were three great waves of change: agricultural, industrial and technological revolution. In the age of acquisition of agricultural land was the key to success. In the industrial era, it was a capital and investment in capital goods. In the current technological era or the era of "knowledge", it has become a most valuable resource that one organization may have. To be creative and innovative, think further than others, have become critical characteristics for success. Technology is facilitating access to information in unseen speed, contributing to the further globalization of markets, automated industry and exponential growth of the amount of information. Knowledge has become the currency of our time, the key for survival and success. Transition from the culture-based industry is a challenge in the way that people and companies think, work and function. The task of a good manager of each organization is in the right way to contribute to maximum use of resources for the purpose of achieving the interests and goals of the organization. The most important resource is the man. Our task is to change the situation and that more detailed research is matter of human resources, which contribute to better status of workers in organizations and, thus, better status of workers in the society as a whole Analyzing the work is systematic process of collection, analysis, understanding and valid information about the work. System process means that the analysis is done by pre-established planning methods as a valid means that business analysis provides accurate and precise information about the work that can be used for purposes for which the analysis is determined and driven. Structuring a strategic management activity in the formal definition of tasks and the organization as well as delegating authority and ensuring the realization of organizational goals. HRM is responsible for the implementation of concepts of the structure of the job description and special preparation, the selection of employees as well as for the implementation of new methods of distribution. When structuring the work place are used many strategies and simulative. These are: Ergonomics - the knowledge and the design of the equipment as the business environment and adapt to meet the needs of the people, Job rotation-obtained replacement work, Job Enlargement-job expansion of jobs the same, Job enrichment-job improvement of higher level jobs and Quality of work life - improving the quality of work. An important factor in structuring employment is a job description, which should provide detailed information about the values of work, responsibilities of employees, etc.

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