

General knowledge objective questions with answers PDF

General Knowledge Objective Questions with Answers: A Comprehensive Guide

In today's fast-paced world, possessing a broad base of knowledge across various subjects is more important than ever. Whether you're preparing for competitive exams, enhancing your general awareness, or simply aiming to stay informed, practicing **general knowledge objective questions with answers** is an effective way to test and improve your understanding of diverse topics. These questions not only help in retaining information but also boost confidence, improve analytical skills, and prepare you for real-world scenarios where quick thinking is essential.

Why Are General Knowledge Objective Questions Important?

Enhance Exam Performance

Most competitive exams, civil services, banking, SSC, and other government tests include sections dedicated to general knowledge. Regular practice with objective questions helps aspirants familiarize themselves with exam patterns, question formats, and commonly asked topics, thereby increasing their chances of success.

Boost Awareness and Cultural Understanding

Having a well-rounded knowledge base promotes cultural awareness, historical understanding, and current affairs comprehension. This kind of awareness is crucial for effective communication, decision-making, and active participation in societal debates.

Develop Critical Thinking

Answering multiple-choice questions encourages analytical thinking as you evaluate options, eliminate incorrect answers, and arrive at the correct choice. This process sharpens reasoning skills applicable in various fields.

Types of General Knowledge Objective Questions

Multiple Choice Questions (MCQs)

The most common type, where you select the correct answer from four or five options.

True or False Questions

Require you to determine whether a statement is correct or incorrect.

Fill in the Blanks (Objective Format)

Questions with missing words or phrases, with options to choose from.

Popular Topics Covered in General Knowledge Objective Questions

- **Current Affairs:** Recent events, national and international news
- **History:** Ancient, Medieval, Modern history, Indian history, world history
- **Geography:** Countries, capitals, physical features, climate
- **Polity and Constitution:** Political systems, amendments, important articles
- **Economics & Budget:** Economic terms, budget highlights, financial institutions
- **Science & Technology:** Discoveries, inventions, scientific facts
- **Sports:** Major tournaments, records, athletes
- **Books & Awards:** Nobel laureates, literary works, film awards

Sample General Knowledge Objective Questions with Answers

Current Affairs

- **Question:** Who is the current Secretary-General of the United Nations (as of 2023)?
- **Options:**
 - A) António Guterres
 - B) Ban Ki-moon
 - C) Kofi Annan
 - D) Antonio Guterres
- **Answer:** A) António Guterres

History

- **Question:** Who was the first President of India?

- Options:

- A) Jawaharlal Nehru
- B) Dr. Rajendra Prasad
- C) B. R. Ambedkar
- D) Mahatma Gandhi

- **Answer:** B) Dr. Rajendra Prasad

Geography

- **Question:** Which is the largest desert in the world?

- Options:

- A) Sahara Desert
- B) Arabian Desert
- C) Gobi Desert
- D) Antarctic Desert

- **Answer:** D) Antarctic Desert

Polity and Constitution

- **Question:** Which article of the Indian Constitution deals with the Fundamental Rights?

- Options:

- A) Article 14
- B) Article 19
- C) Articles 12 to 35
- D) Article 21

- **Answer:** C) Articles 12 to 35

Science & Technology

- **Question:** Who invented the telephone?

- Options:

- A) Alexander Graham Bell
 - B) Thomas Edison
 - C) Nikola Tesla
 - D) Guglielmo Marconi
- **Answer:** A) Alexander Graham Bell

Tips for Preparing Effective General Knowledge Objective Questions

Consistent Practice

Regularly solve practice papers and mock tests to familiarize yourself with question patterns and improve speed. Use online platforms, apps, or printed question banks.

Stay Updated with Current Affairs

Read newspapers, watch news channels, and subscribe to current affairs magazines to keep abreast of recent events and developments.

Focus on Core Topics

Identify your weak areas and dedicate extra time to topics like history, geography, or science to build a balanced knowledge base.

Use Mnemonics and Memory Techniques

Help retain facts and figures with mnemonic devices, visualization, and association techniques.

Revise Regularly

Periodic revision of learned topics ensures better retention and recall during exams or quizzes.

Online Resources and Study Material for General Knowledge Objective Questions

- Current Affairs Websites: GKToday, AffairsCloud, Jagran Josh
- Educational Apps: Gradeup, Unacademy, Testbook
- Official Government Portals: PIB (Press Information Bureau), UPSC, SSC websites
- Books: Lucent's General Knowledge, Manorama Yearbook, General Knowledge by Arihant

Conclusion

Mastering **general knowledge objective questions with answers** is an essential part of exam preparation and personal development. By regularly practicing a wide array of questions across diverse topics, you can develop a sharper, more confident understanding of the world around you. Remember, consistency, curiosity, and strategic study are key to excelling in general knowledge assessments. Embrace the learning journey, stay updated, and test yourself regularly to achieve your goals and enhance your overall awareness.

General Knowledge Objective Questions with Answers: A Comprehensive Guide

In today's fast-paced world, possessing a broad base of knowledge is more than just an asset—it's a necessity. Whether you're preparing for competitive exams, participating in quiz competitions, or simply aiming to broaden your understanding of the world, general knowledge objective questions with answers serve as an invaluable resource. These questions, often formatted as multiple-choice questions (MCQs), test your awareness across diverse topics, from history and geography to science and current affairs. This guide aims to equip you with strategies to approach such questions effectively, along with a curated collection of sample questions and answers to help sharpen your skills.

Why Are General Knowledge Objective Questions Important?

Before diving into the specifics, it's essential to understand the significance of these questions:

- **Assessment of Awareness:** They gauge your understanding of the world around you.
- **Exam Preparation:** Many competitive exams include general knowledge sections.
- **Enhancement of Critical Thinking:** They challenge you to recall facts, analyze options, and eliminate incorrect choices.
- **Building Confidence:** Regular practice boosts confidence in social and professional interactions.

Structure of General Knowledge Objective Questions

Typically, these questions are designed to test factual knowledge and are presented in the following formats:

- Multiple-choice questions (MCQs)
- True/False questions
- Fill-in-the-blanks (less common in objective formats but useful for practice)

In this guide, our focus will be on MCQs, which are the most prevalent. Each question is accompanied by four or more options, with one correct answer and distractors (incorrect options designed to seem plausible).

Effective Strategies for Answering Objective Questions

To maximize your accuracy and efficiency, consider the following tips:

- Read the Question Carefully

- Pay attention to keywords, qualifiers (like "not," "except," "only"), and specific details.
- Avoid rushing; a careful reading prevents misinterpretation.

- Eliminate Obvious Wrong Answers

- Narrow down options by discarding choices that are clearly incorrect.
- This increases the probability of selecting the correct answer if unsure.

- Use Logical Reasoning

- Sometimes, options can be eliminated based on your general knowledge or logical deduction.
- Be cautious with options that seem overly complicated or unusual.

- Guess Intelligently

- If unsure, make an educated guess after eliminating unlikely options.
- Never leave a question blank if there's no penalty for guessing.

- Practice Regularly

- Consistent practice helps recognize question patterns and improves recall speed.

Categories of General Knowledge Objective Questions

- History

Questions about historical events, dates, personalities, and movements.

- Geography

Questions about countries, capitals, physical features, and climate.

- Science

Questions from physics, chemistry, biology, and recent scientific discoveries.

- Current Affairs

Recent news, international relations, sports, and awards.

- Culture & Literature

Famous personalities, authors, festivals, and cultural practices.

- Economy & Politics

Government systems, economic concepts, and notable political figures.

Sample Questions with Answers

Below is a curated list of objective questions spanning various categories, designed to simulate typical exam scenarios.

History

Q1. Who was the first President of India?

- a) Jawaharlal Nehru
- b) Dr. Rajendra Prasad
- c) Mahatma Gandhi
- d) B.R. Ambedkar

Answer: b) Dr. Rajendra Prasad

Geography

Q2. Which is the longest river in the world?

- a) Amazon River
- b) Nile River
- c) Yangtze River
- d) Mississippi River

Answer: a) Amazon River

Science

Q3. What is the chemical symbol for Gold?

- a) Ag
- b) Au
- c) Gd
- d) Ga

Answer: b) Au

Current Affairs

Q4. Who is the current Secretary-General of the United Nations (as of 2023)?

- a) Ban Ki-moon
- b) António Guterres
- c) Kofi Annan
- d) Javier Pérez de Cuéllar

Answer: b) António Guterres

Culture & Literature

Q5. Who wrote the play "Hamlet"?

- a) William Shakespeare
- b) Charles Dickens
- c) Leo Tolstoy
- d) Jane Austen

Answer: a) William Shakespeare

Economy & Politics

Q6. Which country is known as the "Land of the Rising Sun"?

- a) China
- b) South Korea
- c) Japan
- d) Thailand

Answer: c) Japan

Practice and Preparation Tips for Objective Questions

To excel in general knowledge objective questions, consistent practice and strategic studying are

essential. Here are some detailed tips:

Curate a Study Schedule

- Dedicate specific times daily or weekly for GK practice.
- Focus on one category at a time to build depth.

Use Reliable Resources

- Refer to standard GK books, online quiz platforms, and current affairs magazines.
- Follow reputable news sources to stay updated on current affairs.

Keep Updated with Current Events

- Read newspapers, watch news channels, and follow trusted online portals.
- Make notes of important dates, awards, and international events.

Take Mock Tests

- Simulate exam conditions by taking timed quizzes.
- Analyze your mistakes and learn from them.

Join Study Groups or Forums

- Share knowledge and quiz each other.
- Discuss difficult questions to deepen understanding.

Final Thoughts

General knowledge objective questions with answers are more than just a tool for exam success?they are gateways to understanding the world better. By approaching these questions systematically, practicing regularly, and staying curious about diverse topics, you can significantly enhance your awareness and confidence. Remember, the goal is not just to memorize facts but to develop a comprehensive understanding of the interconnected world around you. So, stay motivated, keep exploring, and turn your curiosity into knowledge!

QuestionAnswer What is the capital city of Japan? Tokyo Who invented the theory of relativity? Albert Einstein Which planet is known as the Red Planet? Mars What is the largest ocean on Earth? Pacific Ocean Who wrote the play 'Romeo and Juliet'? William Shakespeare Which chemical element has the symbol 'O'? Oxygen What is the tallest mountain in the world? Mount Everest In which year did the World War II end? 1945

Related keywords: general knowledge quiz, GK questions and answers, trivia questions, multiple choice GK, current affairs questions, general awareness quiz, basic knowledge questions, competitive exam GK, fun trivia, popular GK questions

CHAPTER 8 KNOWLEDGE CODIFICATION ELIAS M AWAD

chapter 8 knowledge codification elias m awad explores a crucial aspect of knowledge management that focuses on transforming tacit and explicit knowledge into structured, accessible formats within organizations. This chapter provides insights into the processes, challenges, and methodologies associated with knowledge codification, emphasizing its significance in fostering innovation, improving efficiency, and maintaining competitive advantage.

Understanding Knowledge Codification

Definition and Importance

Knowledge codification refers to the process of converting intangible knowledge?such as skills, experiences, and insights?into tangible formats like documents, databases, manuals, or digital repositories. This transformation allows organizations to preserve valuable knowledge, facilitate easier sharing, and enable systematic retrieval.

The importance of knowledge codification lies in its ability to:

- Enhance organizational learning
- Reduce dependency on individual employees
- Accelerate decision-making processes
- Support innovation through accessible knowledge bases

Types of Knowledge in Codification

Knowledge within organizations can be broadly classified into:

- **Tacit Knowledge:** Personal, context-specific knowledge that is hard to articulate or document.
- **Explicit Knowledge:** Formal, codified knowledge that can be easily communicated and stored.

Effective codification often involves converting tacit knowledge into explicit formats, which is a challenging but rewarding process.

Processes of Knowledge Codification

Step-by-Step Approach

Elias M. Awad emphasizes a systematic approach to knowledge codification, which generally involves the following steps:

- **Knowledge Identification:** Recognizing valuable knowledge assets within the organization.
- **Knowledge Capture:** Gathering knowledge through interviews, observations, or reviewing existing documents.
- **Knowledge Structuring:** Organizing the captured knowledge into logical frameworks, such as taxonomies or ontologies.
- **Knowledge Representation:** Formatting knowledge into accessible formats like manuals, databases, or knowledge graphs.
- **Knowledge Storage:** Ensuring proper storage within repositories with appropriate metadata for easy retrieval.
- **Knowledge Sharing and Maintenance:** Facilitating access and updating the knowledge base regularly.

Tools and Techniques

To effectively codify knowledge, organizations employ various tools and techniques, including:

- **Content Management Systems (CMS):** Platforms for storing and managing documents.
- **Knowledge Mapping:** Visual representations of knowledge flows and assets.
- **Ontologies and Taxonomies:** Formal representations of knowledge domains.
- **Expert Systems:** AI-driven tools that encode expert knowledge for decision support.
- **Databases and Repositories:** Structured storage for easy access and searchability.

Challenges in Knowledge Codification

Despite its benefits, knowledge codification presents several challenges that Elias M. Awad discusses thoroughly.

Tacit Knowledge Conversion

Tacit knowledge is inherently personal and context-dependent, making it difficult to articulate and codify. Organizations often struggle to extract this knowledge without losing its nuance.

Knowledge Loss and Obsolescence

Over time, stored knowledge may become outdated or inaccurate. Maintaining the relevance and accuracy of knowledge bases requires ongoing updates and validation.

Resource Intensive Process

Codification can be laborious and costly, requiring skilled personnel, time, and technological investments.

Balancing Codification and Personal Interaction

While codification facilitates knowledge sharing, it should complement, not replace, personal interactions and tacit knowledge transfer mechanisms like mentorship and communities of practice.

Strategies to Enhance Knowledge Codification

Elias M. Awad suggests several strategies to optimize the codification process:

Focus on Critical Knowledge

Prioritize codifying knowledge that is essential for organizational success, such as core competencies or unique expertise.

Leverage Technology

Invest in advanced knowledge management systems, artificial intelligence, and machine learning to automate parts of the codification process and improve accuracy.

Promote a Knowledge-Sharing Culture

Encourage employees to document their insights and experiences regularly. Recognize and reward knowledge sharing behaviors.

Implement Continuous Updates

Establish protocols for reviewing and updating knowledge repositories to keep them current and valuable.

Facilitate User-Friendly Access

Design intuitive interfaces and search functions to ensure users can easily find and utilize stored knowledge.

Case Studies and Applications

Various organizations have successfully implemented knowledge codification strategies, demonstrating its practical benefits.

Technology Firms

Leading tech companies maintain extensive knowledge bases for software development, troubleshooting, and customer support, enabling rapid onboarding and problem resolution.

Healthcare Sector

Hospitals and clinics codify clinical guidelines and procedures to ensure consistent patient care and facilitate training.

Manufacturing Industries

Manufacturers document best practices, machinery operation protocols, and safety procedures to enhance productivity and safety standards.

Future Trends in Knowledge Codification

Elias M. Awad highlights emerging trends shaping the future of knowledge codification:

- **Artificial Intelligence and Machine Learning:** Automating knowledge extraction and updating processes.
- **Semantic Technologies:** Enhancing understanding and retrieval through semantic analysis and ontologies.
- **Integration with Digital Workspaces:** Embedding knowledge repositories within collaborative platforms like Slack, Teams, or Notion.
- **Personalized Knowledge Delivery:** Using AI to tailor knowledge access based on user roles and preferences.

Conclusion

Knowledge codification, as presented by Elias M. Awad in chapter 8, is a fundamental component of effective knowledge management systems. It enables organizations to convert valuable, often tacit, knowledge into accessible formats that support decision-making, innovation, and operational efficiency. While challenges such as resource requirements and maintaining relevance exist, strategic approaches and technological advancements continue to improve the effectiveness of knowledge codification efforts. Embracing these practices ensures organizations remain competitive in an increasingly information-driven world, turning knowledge into a strategic asset.

Keywords: knowledge codification, Elias M. Awad, knowledge management, explicit knowledge, tacit knowledge, knowledge sharing, knowledge repositories, organizational learning, knowledge tools, future of knowledge management

Chapter 8: Knowledge Codification by Elias M. Awad offers a comprehensive exploration of how knowledge can be systematically organized, stored, and transferred within organizations and societies. This chapter delves into the processes, methodologies, and implications of codifying knowledge, emphasizing its critical role in fostering innovation, efficiency, and competitive advantage. As organizations increasingly recognize the value of explicit knowledge management, Awad's insights provide both theoretical foundations and practical frameworks to understand and implement effective knowledge codification strategies.

Overview of Knowledge Codification

Awad begins by defining knowledge codification as the process of converting tacit and explicit knowledge into structured, formal representations that can be easily stored, retrieved, and shared. Unlike tacit knowledge, which resides in individuals' experiences and intuition, codified knowledge is documented in forms such as manuals, databases, procedures, and standards. The chapter underscores the importance of codification in enabling organizations to preserve valuable knowledge assets, facilitate learning, and improve operational efficiency.

Key Features of Knowledge Codification

- **Standardization:** Establishes uniform procedures and terminologies.
- **Accessibility:** Ensures knowledge is available to relevant stakeholders.
- **Reusability:** Enables repeated use of knowledge assets across contexts.
- **Transferability:** Facilitates dissemination within and across organizations.

Awad emphasizes that effective codification transforms knowledge from an individual asset into an organizational resource, supporting scalability and sustainability.

The Process of Knowledge Codification

Awad outlines a systematic process for knowledge codification that involves several stages:

- Knowledge Capture

This initial phase involves identifying and extracting valuable knowledge from individuals, documents, or systems. Techniques include interviews, observations, and reviewing existing documentation.

- Knowledge Structuring

Once captured, knowledge must be organized into coherent structures such as taxonomies, ontologies, or databases. This step enhances clarity and ease of use.

- Formalization

Transforming structured knowledge into formal representations like rules, guidelines, or algorithms. Formalization ensures consistency and facilitates automation.

- Storage and Maintenance

Codified knowledge is stored in repositories, which require ongoing updates to remain relevant and accurate.

- Dissemination

Sharing the knowledge through training, documentation, or digital platforms ensures it reaches intended users.

- Application and Feedback

Applying the knowledge in practice and gathering feedback helps refine the codification process and improve quality.

Pros of this process:

- Promotes knowledge sharing and organizational learning.
- Reduces reliance on individual expertise.
- Supports innovation through accessible knowledge pools.

Cons:

- Time-consuming and resource-intensive.
- Risk of oversimplification or loss of nuance.
- Challenges in maintaining updated and relevant knowledge bases.

Types of Knowledge Suitable for Codification

Awad distinguishes between different types of knowledge based on their suitability for codification:

Explicit Knowledge

- Easily articulated and documented.
- Examples: manuals, procedures, databases.
- Highly suitable for codification due to its formal nature.

Tacit Knowledge

- Personal, experience-based, and difficult to formalize.
- Examples: intuition, crafts, insights.
- Requires specialized techniques like storytelling, mentoring, or communities of practice for transfer; less amenable to direct codification.

Hybrid Knowledge

- Contains elements of both explicit and tacit knowledge.
- Effective codification often involves capturing explicit parts while facilitating sharing of tacit insights through social interactions.

Awad advocates a balanced approach, recognizing that not all knowledge can or should be codified,

but that effective strategies can maximize the benefits of both explicit and tacit knowledge.

Advantages of Knowledge Codification

Implementing knowledge codification offers significant organizational benefits:

- Enhanced Efficiency: Reusable knowledge reduces redundant efforts.
- Consistency: Standardized procedures lead to predictable outcomes.
- Knowledge Preservation: Protects organizational knowledge from employee turnover.
- Facilitates Training: New employees can learn quickly through documented knowledge.
- Supports Innovation: Accessible knowledge can inspire new ideas and solutions.
- Competitive Advantage: Well-codified knowledge can differentiate organizations in the marketplace.

Features Summary:

Feature	Description
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Scalability	Easily expand knowledge repositories as needed
Accessibility	Wide availability across organizational units
Automation Potential	Facilitates integration with information systems
Knowledge Reusability	Promotes efficient reuse across projects or processes

Challenges and Limitations of Knowledge Codification

While the benefits are considerable, Awad also discusses inherent challenges:

- Loss of Nuance
- Codification can oversimplify complex, context-dependent knowledge, leading to potential misapplications.
- High Costs

Developing, maintaining, and updating knowledge repositories require significant resources.

- Resistance to Change

Employees may resist documenting knowledge due to fears of job insecurity or loss of tacit expertise.

- Obsolescence

Rapid technological or procedural changes can render stored knowledge outdated if not properly managed.

- Quality Control

Ensuring accuracy, completeness, and relevance of codified knowledge demands continuous oversight.

- Difficulty in Capturing Tacit Knowledge

Some valuable insights are inherently difficult to formalize, risking loss of critical knowledge.

Awad suggests that organizations must weigh these challenges against the strategic value gained from codification and adopt best practices to mitigate risks.

Technologies Facilitating Knowledge Codification

The chapter highlights several technological tools and platforms that support the codification process:

- Knowledge Management Systems (KMS): Centralized platforms for storing and retrieving documents and data.
- Databases and Data Warehouses: For structured storage of explicit knowledge.
- Ontologies and Semantic Web Technologies: To formalize relationships and improve searchability.
- Artificial Intelligence and Machine Learning: For automatic knowledge extraction and classification.

- Document Management Tools: Streamlining documentation and version control.

Awad emphasizes that technological integration enhances efficiency but should be complemented by organizational culture and process alignment.

Implications for Organizational Strategy

Elias M. Awad stresses that knowledge codification is not merely a technical activity but a strategic one. Effective codification can:

- Enable rapid response to market changes.
- Support innovation through accessible knowledge pools.
- Facilitate collaboration across dispersed teams.
- Preserve critical organizational knowledge against personnel turnover.

He advocates for a strategic approach that aligns knowledge management initiatives with organizational goals, fostering a culture of continuous learning and knowledge sharing.

Conclusion and Critical Reflection

In Chapter 8, Elias M. Awad provides a detailed analysis of knowledge codification, highlighting its processes, benefits, challenges, and strategic significance. The chapter serves as an essential guide for managers and knowledge professionals seeking to harness the power of organized knowledge. Its comprehensive coverage offers valuable insights into how organizations can systematically capture and leverage their knowledge assets to create value and sustain competitive advantage.

Strengths of the chapter:

- Clear explanation of complex processes.
- Balanced discussion of benefits and challenges.
- Practical frameworks and considerations.
- Integration of technological perspectives.

Limitations or areas for further exploration:

- Deeper exploration of tacit knowledge transfer methods.
- Case studies illustrating successful and failed codification efforts.

- More detailed guidance on maintaining knowledge relevance over time.

Overall, Awad's chapter underscores that knowledge codification is a vital component of knowledge management, demanding careful planning, technological support, and cultural commitment. As organizations continue to operate in knowledge-intensive environments, mastering codification processes will be crucial for sustained success.

In summary, Elias M. Awad's treatment of knowledge codification in Chapter 8 offers a thorough foundation for understanding how explicit knowledge can be systematically organized and utilized. It highlights that while codification offers numerous advantages, it must be approached thoughtfully, considering organizational context, resource implications, and the nature of the knowledge itself. This chapter remains a valuable resource for anyone aiming to implement or improve knowledge management practices within their organization.

QuestionAnswer What is the main focus of Chapter 8 in Elias M. Awad's work on knowledge codification? Chapter 8 primarily explores the processes and methodologies involved in transforming tacit knowledge into explicit, codified forms to enhance organizational learning and knowledge management. How does Elias M. Awad define knowledge codification in chapter 8? Knowledge codification, as described by Awad in chapter 8, is the systematic process of converting expert knowledge and tacit insights into documented, structured formats such as manuals, databases, and procedures. What are the key benefits of knowledge codification discussed in chapter 8? The chapter highlights benefits including improved knowledge sharing, retention of critical expertise, increased efficiency, and the facilitation of innovation through accessible and organized knowledge repositories. What challenges are associated with knowledge codification according to Elias M. Awad in chapter 8? Challenges include capturing tacit knowledge accurately, ensuring quality and relevance of the codified content, maintaining up-to-date information, and overcoming organizational resistance to formalizing knowledge. Which techniques or tools for knowledge codification are emphasized in chapter 8? Awad emphasizes techniques such as interviews, storytelling, expert systems, knowledge maps, and the use of information technology tools like databases and document management systems. How does chapter 8 address the role of technology in knowledge codification? The chapter discusses the critical role of technological tools in facilitating the codification process, enabling efficient documentation, storage, retrieval, and dissemination of knowledge across organizations. What practical steps does Elias M. Awad recommend for effective knowledge codification in chapter 8? Awad recommends steps including identifying critical knowledge areas, engaging experts in the codification process, selecting appropriate technological tools, and establishing continuous review and updating mechanisms to keep the knowledge base current.

Related keywords: knowledge management, codification strategy, Elias M. Awad, organizational knowledge, knowledge transfer, knowledge sharing, intellectual capital, knowledge creation, knowledge dissemination, organizational learning

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