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## **ABSTRACT**

### **THE RELATIONSHIP BETWEEN ORGANIZATIONAL CULTURE AND KNOWLEDGE MANAGEMENT**

By

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Perceived organizational culture of an enterprise as one of the main factors supporting implementation and realization of knowledge management was the basis of elaborating this issue in the article. An attempt to determine cultural conditioning of knowledge management was taken. A starting point to description of organizational culture supporting knowledge management was an overview of literature of the subject from the point of view of features of this culture. It allowed selecting several types of characteristics creating convenient, for knowledge management, cultural environment. These characteristics reflecting determined patterns of thinking and behaving were next identified as cultural values. These are: focus on Competitive Value Frameworks (CVF) organizational cultures types; clan/group culture, adhocracy/developmental culture, hierarchy culture and market culture. There are five dimensions of knowledge management that will be effect on the presences of organizational culture in organization; creating knowledge, capturing knowledge, organizing knowledge, disseminating knowledge and applying knowledge. Formulated in summary on this basis suggestions may serve as practical hints in relation to directions of improving organizational culture of organization appropriate to needs of knowledge management.

Keywords: organizational culture, knowledge management, competitive value framework

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