Abstract

The main goal was to develop an ontology and its practical application scenario in work organization domain, supported by a closer interaction between work design processes which calls for multi-disciplinary developing teams sharing knowledge and competencies.

For achieving this purpose it was used a new category of tools and methodologies supported by new knowledge management technologies. Consequently, and after an analysis of the different knowledge representation mechanisms, it was adopted a graphical-based knowledge representation formalism using concept maps for the domain conceptualization in a distributed environment, provided by CmapTool software from IHMC – Institute for Human and Machine Cognition. The choice of a less formal knowledge representation emerged with the purpose of enabling, in an initial phase, the domain experts to express and share, in an intuitive way, their knowledge about the work organization domain.

Subsequently, the concept maps were converted to their OWL specification using CmapTools COE software.

The final part of the work addressed the practical application of the ontology. Therefore, it was found a technological architecture allowing “transferring” the developed ontology to the Plone Content Management System. Through that architecture it was generated a set of Plone objects according to a specific domain of interest specified by the ontology, in order to become easier the organizational content management.

Keywords: Information Management; Ontology; Concept Maps; Knowledge Representation; Work Organization Design; Job Design; Collaboration.

Resumo

O presente trabalho apresenta como objetivo fucral o desenvolvimento e aplicação prática de uma ontologia de alto nível no domínio da organização do trabalho, apoiada
numa abordagem aos processos de redesenho do trabalho o que exige equipas multidisciplinares de desenvolvimento partilhado conhecimento e competências.

Para a concretização deste propósito foi utilizada uma nova categoria de ferramentas e metodologias apoiadas por novas tecnologias de gestão de conhecimento. Consequentemente, e após uma análise aos diferentes mecanismos de representação de conhecimento, adopou-se uma abordagem de representação gráfica baseada em mapas de conceitos para a conceptualização do domínio, num ambiente distribuído e colaborativo proporcionado pela ferramenta CmapTool do IHMC – Institute for Human and Machine Cognition. Esta opção de representação menos formal do conhecimento surge com o propósito de habilitar, numa fase inicial, os especialistas do domínio de expressarem e partilharem de forma simples e intuitiva o seu conhecimento acerca do domínio da organização do trabalho.

Posteriormente, os mapas de conceitos foram actualizados através da sua especificação em OWL, utilizando a ferramenta CmapTool COE.

Com a ontologia desenvolvida e estável, foi possível colmatar o último objectivo, relacionado com a aplicação prática da ontologia. Por conseguinte, foi encontrada uma arquitetura tecnológica que permitiu “transferir” a ontologia desenvolvida para o sistema de gestão de conteúdos Plone. Através dessa arquitectura foi gerando um conjunto de objectos do Plone, personalizados de acordo com o domínio de interesse especificados pela ontologia, com o intuito de facilitar a gestão do conteúdo organizacional e sem a necessidade de desenvolvimentos adicionais de software.

Palavras-Chave: Gestão da Informação; Ontologia; Mapas de Conceitos; Representação de Conhecimento; Organização do Trabalho; Desenho do Trabalho; Colaboração.
Network organizations, sometimes referred to as virtual organizations or strategic alliances, come in a variety of forms and structures: joint ventures, minority equity alliances, joint R&D and production, co-marketing, licensing, long-term supply agreements, and consortia, among others. These forms differ primarily in the nature and closeness of their inter-organizational linkages and are determined by the strategic objectives of the participating firms. The objective of this paper is to explore and explain issues relevant to project management in network organizations and to contrast these with similar internal projects. Some social networks help promote a collaborative work environment. They support employee interaction within a group. These networks have proven effective as a way to improve communication between project team members and between company employees in general. The role of an Enterprise social network in promoting a culture change in a company, however, is far less explored than its role as a communication means. In the US industry, a specific discipline studies and employs the practices of influencing employee behavior and motivations. In the United States industry, Organizational Change Management Organization (OCMO) is an organization that employs communications for the purposes of supporting organizational changes. Organizations that master a differentiated information value chain gain competitive advantage, IDC says. We couldn’t agree more. Building that competitive advantage with information management starts today. Capturing and turning information into value and helping organization to get the core of the new digital ecosystem â€“ information â€“ right should be your mission. Improving existing and identifying new revenue streams is the goal. IDC’s Digital Transformation MaturityScape Stage via Business Wire â€“ Information is at the core of the new digital ecosystem in this digital transformation. The Cisco IP Manager software utilizes five distinct information units to model a network management working environment: â€“ domains. â€“ elements (and associated attributes, configurations, and communications parameters). If the permission group is granted permission to delete domains in domainA, users in that group automatically gain the right to delete any domains within domainA. Once a domain has been created, however, the administrator can change these inherited permissions. User Interface. This article discusses information management in a business environment and its background, reviews best practices, and examines how raw data becomes information. Plus, you’ll hear from experts about planning and strategy to set up an IM program. In This Article. When working with IT, users must understand the limits of the available tools. Plan for Continuous Improvement: Business needs and the data available are always changing. Design an IM program and the tech that supports it with this idea in mind, so that it can accommodate new or changed inputs, and create new outputs. Categorize information - Most organizations treat all data the same as the keepers of data (typically the IT department) are not the owners of data (i.e. end users or department heads).