Mentoring Management System; a Mechanism for Organizational Knowledge Management in Iran oil Industry

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ABSTRACT

Knowledge, skills and experience of Iran oil industry’s veteran human resources are wiped off the memory of this industry by their exit such as retirement. Avoidance of short-term memory and shaping a long lasting one by documenting, maintaining and transferring the precious Knowledge, skills and experience of such veterans to next generation of personnel is a necessary precondition of enabling and empowering of future human resources of Iran oil industry who will be in charge of development, renovation and operation of it. It is crystal clear that overlooking to contrive a structured and organized mechanism for transferring invaluable knowledge, skills and experience gathering through many years is like reinventing the wheel. On the other hand, incessant changes of business sphere and increasing uncertainties in all dimensions has forced organizations to lean on their human resource more than ever. Dependence of organizations to their human resources has required them to boost their human resources capabilities. This article is to articulate the necessity of organized transfer of knowledge and experience of veterans to new members and propose a mechanism for ensuring it.

KEYWORDS
Knowledge management, management system, mentor, mentee, mentoring.