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1. Introduction

The purpose of the research was to find how SECI model is used in the companies for increasing the performance and achievements of organization. It suggests that mixed method is the more appropriate method for studying different learning aspects. Integrated mixed method, i.e. triangulation method was used in this research. This research study the organizational and individual level learning more thoroughly. Triangulation of data with the mixed method - Delphi method, interviews, document analysis, open-ended questionnaires, and case studies was used in this study. This research study the organizational and individual level learning more thoroughly. Triangulation of data with the mixed method - Delphi method, interviews, document analysis, open-ended questionnaires, and case studies was used in this study.

2. Literature review

2.1 SECI model

2.1.1 Externalization

The earliest content of SECI model was developed by Nonaka and Toyono (1995). The SECI model of knowledge creation is a framework; virtual class management. It encompasses four stages: socialization, externalization, combination, and internalization. The purpose is to develop a teacher training program that integrates SECI and blended learning for supporting professional development. Although the SECI model was originally developed for knowledge creation in an organization, it has been widely adopted and adapted for use in a variety of other contexts, including individual learning, team learning, and organizational learning. It is a widely recognized and respected framework for understanding how knowledge is created and shared, and how it can be used to improve individual and organizational performance. SECI model can be used in educational settings and for example in school-university partnerships for supporting professional development. It can be used to analyze the implementation of SECI model in different settings, such as schools, universities, and workplaces. It can be used to evaluate the effectiveness of SECI model in terms of improving individual and organizational performance.

2.1.2 Socialization

Socialization is the process of sharing tacit knowledge, where knowledge is transferred from one person to another through informal means such as casual conversations, meetings, and personal interactions. This stage is important because it helps to create a common understanding and a shared language among individuals. It is the first stage of the SECI model and involves the transfer of knowledge from one person to another through conversation, discussion, and informal communication. This stage is important because it helps to create a common understanding and a shared language among individuals. It is the first stage of the SECI model and involves the transfer of knowledge from one person to another through conversation, discussion, and informal communication.

2.1.3 Externalization

Externalization is the process of converting tacit knowledge into explicit knowledge. This stage involves the transfer of knowledge from one person to another through formal means such as publications, presentations, and seminars. This stage is important because it helps to formalize knowledge and make it accessible to others. It is the second stage of the SECI model and involves the transfer of knowledge from one person to another through formal means such as publications, presentations, and seminars. This stage is important because it helps to formalize knowledge and make it accessible to others.

2.1.4 Combination

Combination is the process of integrating explicit and tacit knowledge. This stage involves the transfer of knowledge from one person to another through collaborative work, problem-solving, and group discussions. This stage is important because it helps to create new knowledge by combining existing knowledge. It is the third stage of the SECI model and involves the transfer of knowledge from one person to another through collaborative work, problem-solving, and group discussions. This stage is important because it helps to create new knowledge by combining existing knowledge.

2.1.5 Internalization

Internalization is the process of transferring explicit knowledge into tacit knowledge. This stage involves the transfer of knowledge from one person to another through personal reflection and application. This stage is important because it helps to embed knowledge into individual practice. It is the fourth stage of the SECI model and involves the transfer of knowledge from one person to another through personal reflection and application. This stage is important because it helps to embed knowledge into individual practice.

2.1.6 Implementation

Implementation is the process of applying knowledge in the workplace. This stage involves the transfer of knowledge from one person to another through practical application and use in real-world situations. This stage is important because it helps to transfer knowledge into practice. It is the fifth stage of the SECI model and involves the transfer of knowledge from one person to another through practical application and use in real-world situations. This stage is important because it helps to transfer knowledge into practice.

2.2 Knowledge Management (KM)

Knowledge management is the process of identifying, capturing, sharing, and utilizing knowledge in an organization. It involves the systematic collection, dissemination, and application of knowledge to improve decision-making and problem-solving. Knowledge management is a critical component of organizational learning and is increasingly recognized as a key factor in achieving competitive advantage. It involves the management of knowledge as an asset to create, share, and use knowledge to improve organizational performance. Knowledge management is not only about managing information but also about managing the processes by which information is created, shared, and used. Knowledge management aims to improve an organization's ability to leverage its knowledge assets to achieve its goals. It involves the development of strategies and processes for collecting, organizing, analyzing, and disseminating knowledge within an organization. Knowledge management is a multidisciplinary field that encompasses a range of areas, including information and communication technology, organizational behavior, human resources management, and strategic management.

2.3 Research methodology

The purpose of this research was to find how SECI model is used in the companies for increasing the performance and achievements of organization. It suggests that mixed method is the more appropriate method for studying different learning aspects. Integrated mixed method, i.e. triangulation method was used in this research. This research study the organizational and individual level learning more thoroughly. Triangulation of data with the mixed method - Delphi method, interviews, document analysis, open-ended questionnaires, and case studies was used in this study. This research study the organizational and individual level learning more thoroughly. Triangulation of data with the mixed method - Delphi method, interviews, document analysis, open-ended questionnaires, and case studies was used in this study.