

# Expert Recommender: Designing for a Network Organization

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**Abstract.** Recent knowledge management initiatives focus on expertise sharing within formal organizational units and informal communities of practice. Expert recommender systems seem to be a promising tool in support of these initiatives. This paper presents experiences in designing an expert recommender system for a knowledge-intensive organization, namely the National Industry Association (NIA). Field study results provide a set of specific design requirements. Based on these requirements, we have designed an expert recommender system which is integrated into the specific software infrastructure of the organizational setting. The organizational setting is, as we will show, specific for historical, political, and economic reasons. These particularities influence the employees' organizational and (inter-)personal needs within this setting. The paper connects empirical findings of a long-term case study with design experiences of an expertise recommender system.

## Introduction

Approaches to knowledge management (KM) have attracted both practitioners and scholars in the field of organizations and IT. The basic assumption underlying this trend is that knowledge creation and distribution will become core processes in a complex, fast-changing world. However, the focus of research in knowledge management has shifted. Ackerman et al. [2003] have proposed the concept of "expertise sharing" as a step beyond traditional KM approaches which mainly focus on the externalization of codified knowledge. To label these developmental stages, Huysman and de Wit [2004] recognize two distinct waves of knowledge management. The 'first wave' of knowledge management concentrated on the analysis, modeling, storing, and retrieval of codified

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**Human-Computer Interaction - INTERACT '87** Hans-Jörg Bullinger, B. Shackel, Klaus Kornwachs, 1987-11 Since the first INTERACT Conference in September 1984 the field of Human Computer Interaction has received increasing attention from researchers and industrial practitioners the importance of the topic now being widely recognized Technological developments have made it possible to seek new solutions to the problem of supporting work processes by information technology and for designing the interface between user and the machine Computers have become an everyday and common tool in the work of many people This has motivated the development of an interdisciplinary field of research which now appears much more established than it was a few years ago The INTERACT forums provide the opportunity for regular presentation and discussion of new results from research and application by bringing together the various disciplines and research approaches on a worldwide basis [Guide to Advanced Empirical Software Engineering](#) Forrest Shull, Janice Singer, Dag I. K. Sjøberg, 2007-11-21 Empirical studies have become an important part of software engineering research and practice Ten years ago it was rare to see a conference or journal article about a software development tool or process that had empirical data to back up the claims Today in contrast it is becoming more and more common that software engineering conferences and journals are not only publishing but eliciting articles that describe a study or evaluation Moreover a very successful conference International Symposium on Empirical Software Engineering and Measurement journal Empirical Software Engineering and organization International Software Engineering Research Network have all evolved in the last 10 years that focus solely on this area As a further illustration of the growth of empirical software engineering a search in the articles of 10 software engineering journals showed that the proportion of articles that

used the term empirical software engineering doubled from about 6% in 1997 to about 12% in 2006 While empirical software engineering has seen such substantial growth there is not yet a reference book that describes advanced techniques for running studies and their application This book aims to fill that gap The chapters are written by some of the top international empirical software engineering researchers and focus on the practical knowledge necessary for conducting reporting and using empirical methods in software engineering The book is intended to serve as a standard reference Artificial Intelligence and Tutoring Systems Etienne Wenger, 2014-05-12 Artificial Intelligence and Tutoring Systems Computational and Cognitive Approaches to the Communication of Knowledge focuses on the cognitive approaches methodologies principles and concepts involved in the communication of knowledge The publication first elaborates on knowledge communication systems basic issues and tutorial dialogues Concerns cover natural reasoning and tutorial dialogues shift from local strategies to multiple mental models domain knowledge pedagogical knowledge implicit versus explicit encoding of knowledge knowledge communication and practical and theoretical implications The text then examines interactive simulations existing CAI traditions and learning environments The manuscript elaborates on knowledge communication didactics and diagnosis Topics include knowledge presentation and communication pedagogical contexts target levels of didactic operations behavioral and epistemic diagnosis and aspects of diagnostic experience The publication is a dependable reference for researchers interested in the computational and cognitive approaches to the communication of knowledge

**Intelligent Multimedia Multi-Agent Systems** Rajiv Khosla, Ishwar K. Sethi, Ernesto Damiani, 2013-03-09 Intelligent Multimedia Multi Agent Systems focuses on building intelligent successful systems The book adopts a human centered approach and considers various pragmatic issues and problems in areas like intelligent systems software engineering multimedia databases electronic commerce data mining enterprise modeling and human computer interaction for developing a human centered virtual machine The authors describe an ontology of the human centered virtual machine which includes four components activity centered analysis component problem solving adapter component transformation agent component and multimedia based interpretation component These four components capture the external and internal planes of the system development spectrum They integrate the physical social and organizational reality on the external plane with stakeholder goals tasks and incentives and organization culture on the internal plane The human centered virtual machine and its four components are used for developing intelligent multimedia multi agent systems in areas like medical decision support and health informatics medical image retrieval e commerce face detection and annotation internet games and sales recruitment The applications in these areas help to expound various aspects of the human centered virtual machine including human centered domain modeling distributed intelligence and communication perceptual and cognitive task modeling component based software development and multimedia based data modeling Further the applications described in the book employ various intelligent technologies like neural networks fuzzy logic and knowledge based systems software engineering

artifacts like agents and objects internet technologies like XML and multimedia artifacts like image audio video and text

**Cognitive Ergonomics** Pierre Falzon,2015-09-03 This reference work covers the breadth of cognitive ergonomics in human b1computer interaction HCI Covering models for design learning procedures and planning and understanding this book is specifically concerned with the cognitive ergonomics of human b1computer interaction from analogical thinking to spreadsheet calculation office organization to process control It provides an overview of HCI issues from the cognitive perspective Intelligent Tutoring Systems Hugh Burns,Carol A. Luckhardt,James W. Parlett,Carol L. Redfield,2014-01-14 This is a collection of essays on issues related to the evolutionary design and the practical future of intelligent tutoring systems Following in the tradition of Foundations of Intelligent Tutoring Systems and Intelligent Tutoring Systems Lessons Learned this volume examines some of the visions and near term issues that have been further explored and better defined since those groundbreaking books first appeared Questions addressed in this volume include How can knowledge bases generate explanations Will case based reasoning techniques be worth pursuing in the ITS framework Will high performance skills be successfully taught in an ITS design Are there dimensions of ITS design which the research laboratories are ignoring and ignoring at the customer s peril Of particular importance to those engaged in research and development this book will be of value to all who wish to apprise themselves of the advances being made in the rapidly evolving field of intelligent tutoring systems *Computers and Exploratory Learning* Andrea A. DiSessa,Celia Hoyles,Richard Noss,2012-12-06 Computers are playing a fundamental role in enhancing exploratory learning techniques in education This volume in the NATO Special Programme on Advanced Educational Technology covers the state of the art in the design and use of computer systems for exploratory learning Contributed chapters treat principles theory practice and examples of some of the best contemporary computer based learning environments Logo Boxer Microworlds Cabri G om tre Star Logo Table Top Geomland spreadsheets Function Machines and others Emphasis is on mathematics and science education Synthetic chapters provide an overview of the current scene in computers and exploratory learning and analyses from the perspectives of epistemology learning and socio cultural studies Directory of Published Proceedings ,1992 **Informatics Curricula and Teaching Methods** Lillian Cassel,R. Reis,2013-04-17 Several aspects of informatics curricula and teaching methods at the university level are reported in this volume including Challenges in defining an international curriculum The diversity in informatics curricula Computing programs for scientists and engineers Patterns of curriculum design Student interaction Teaching of programming Peer review in education This book contains a selection of the papers presented at the Working Conference on Informatics Curricula Teaching Methods and Best Practice ICTEM 2002 which was sponsored by the International Federation for Information Processing IFIP Working Group 3 2 and held in Florian polis Brazil in July 2002 The working groups were organized in three parallel tracks Working Group 1 discussed the Directions and Challenges in Informatics Education The focus of Working Group 2 was Teaching Programming and Problem Solving Working Group 3 discussed Computing The

Shape of an Evolving Discipline      **Emerging Information Technologies for Competitive Advantage and Economic Development** Information Resources Management Association. International Conference,1992-01-01 Keeping up with constant changes and innovations puts a lot of pressure on information providers and users to continuously upgrade their knowledge and skill This change means being flexible enough to recognize that the knowledge you receive today must be constantly updated This book will provide readers with the latest research findings and managerial experiences on a variety of technological innovations of IT      Proceedings of the 11th Knowledge-based Software Engineering Conference IEEE Computer Society,1996 Presents papers from the September 1996 conference discussing the application of automated reasoning knowledge representation and other artificial intelligence techniques to software engineering problems with emphasis on constructing and working with software artifacts and processes using knowledge based techniques Coverage includes synthesis verification and validation knowledge based environments and reverse engineering with papers on areas including applying plan recognition algorithms to program understanding and synthesis of local search algorithms by algebraic means No index Annotation copyrighted by Book News Inc Portland OR      **Human Factors for Informatics Usability** B. Shackel,S. J. Richardson,1991-02-14 Human factors is one of the critical issues in Information Technology as industry realizes the need to change from technology oriented goals to meet the demands of computer users Human factors can help to improve Informatics Usability for real people and to reduce the huge people costs of human machine interactions

**Rough Sets and Knowledge Technology** Peng Wen,Yuefeng Li,Lech Polkowski,Yiyu Y. Yao,Shusaku Tsumoto,2009-07-01 This book constitutes the refereed proceedings of the Fourth International Conference on Rough Sets and Knowledge Technology RSKT 2009 held in Gold Coast Australia in July 2009 The 85 revised full papers papers presented together with 3 keynote papers and 2 special sessions were carefully reviewed and selected from 229 submissions The papers are organized in topical sections on rough sets and computing rough sets and data reduction data mining and knowledge discovery granular computing and cognitive computing fuzzy sets and computing knowledge technology and intelligent systems computational intelligence and applications image processing and understanding and formal concept analysis      **Human Factors in Intelligent Transportation Systems** Woodrow Barfield,Thomas A. Dingus,2014-01-14 The Intelligent Transportation System ITS Program is a cooperative effort by government private industry and academia to apply advanced technology to the task of resolving the problems of surface transportation The objective is to improve travel efficiency and mobility enhance safety conserve energy provide economic benefits and protect the environment The current demand for mobility has exceeded the available capacity of the roadway system Because the highway system cannot be expanded except in minor ways the available capacity must be used more efficiently to handle the increased demand ITS applies advanced information processing communication sensing and computer control technologies to the problems of surface transportation Considerable research and development efforts will be required to produce these new technologies

and to convert technologies developed in the defense and space programs to solve surface transportation problems ITS has been subdivided into six interlocking technology areas This book addresses human factors concerns for four of these areas Advanced Traveler Information Systems are a variety of systems that provide real time in vehicle information to drivers regarding navigation and route guidance motorist services roadway signing and hazard warnings Advanced Vehicle Control Systems refer to systems that aid drivers in controlling their vehicle particularly in emergency situations and ultimately taking over some or all of the driving tasks Commercial Vehicle Operations address the application of ITS technologies to the special needs of commercial roadway vehicles including automated vehicle identification location weigh in motion clearance sensing and record keeping Advanced Traffic Management Systems monitor control and manage traffic on streets and highways to reduce congestion using vehicle route diversion automated signal timing changeable message signs and priority control systems Two technical areas are not specifically addressed in individual chapters but many aspects of them are covered in associated chapters Advanced Rural Transportation Systems include systems that apply ITS technologies to the special needs of rural systems and include emergency notification and response vehicle location and traveler information Advanced Public Transportation Systems enhance the effectiveness attractiveness and economics of public transportation and include fleet management automated fare collection and real time information systems

**Encyclopedia of Microcomputers** Allen Kent, James G. Williams, 1989-10-05 The Encyclopedia of Microcomputers serves as the ideal companion reference to the popular Encyclopedia of Computer Science and Technology Now in its 10th year of publication this timely reference work details the broad spectrum of microcomputer technology including microcomputer history explains and illustrates the use of microcomputers throughout academe business government and society in general and assesses the future impact of this rapidly changing technology

Human-Centered Software Engineering Ahmed Seffah, Jean Vanderdonckt, Michel C. Desmarais, 2009-06-19 Activity theory is a way of describing and characterizing the structure of human activity of all kinds First introduced by Russian psychologists Rubinshtein Leontiev and Vigotsky in the early part of the last century activity theory has more recently gained increasing attention among interaction designers and others in the human computer interaction and usability communities see for example Gay and H Brooke 2004 Interest was given a significant boost when Donald Norman suggested activity theory and activity centered design as antidotes to some of the putative ills of human centered design Norman 2005 Norman who has been credited with coining the phrase user centered design suggested that too much attention focused on human users may be harmful that to design better tools designers need to focus not so much on users as on the activities in which users are engaged and the tasks they seek to perform within those activities Although many researchers and practitioners claim to have used or been influenced by activity theory in their work see for example Nardi 1996 it is often difficult to trace precisely where or how the results have actually been shaped by activity theory In many cases even detailed case studies report results that seem only distantly related if at all to the use of activity

theory Contributing to the lack of precise and traceable impact is that activity theory spite its name is not truly a formal and proper theory

**Cryptographic Security Architecture** Peter Gutmann, 2007-05-08 A cryptographic security architecture is the collection of hardware and software that protects and controls the use of encryption keys and similar cryptovariables It is the foundation for enforcing computer security policies and controls and preempting system misuse This book provides a comprehensive design for a portable flexible high security cryptographic architecture with particular emphasis on incorporating rigorous security models and practices Cryptographic Security Architecture unveils an alternative means of building a trustworthy system based on concepts from established software engineering principles and cognitive psychology Its novel security kernel design implements a reference monitor that controls access to security relevant objects and attributes based on a configurable security policy Topics and features Builds a concise architectural design that can be easily extended in the future Develops an application specific security kernel that enforces a fully customizable rule based security policy Presents a new verification technique that allows verification from the high level specification down to the running code Describes effective security assurance in random number generation and the pitfalls associated therewith Examines the generation and protection of cryptovariables as well as application of the architectural design to cryptographic hardware The work provides an in depth presentation of a flexible platform independent cryptographic security architecture suited to software hardware and hybrid implementations Security design practitioners professionals researchers and advanced students will find the work an essential resource

Human Error in Medicine Marilyn Sue Bogner, 2018-02-06 This edited collection of articles addresses aspects of medical care in which human error is associated with unanticipated adverse outcomes For the purposes of this book human error encompasses mismanagement of medical care due to inadequacies or ambiguity in the design of a medical device or institutional setting for the delivery of medical care inappropriate responses to antagonistic environmental conditions such as crowding and excessive clutter in institutional settings extremes in weather or lack of power and water in a home or field setting cognitive errors of omission and commission precipitated by inadequate information and or situational factors stress fatigue excessive cognitive workload The first to address the subject of human error in medicine this book considers the topic from a problem oriented systems perspective that is human error is considered not as the source of the problem but as a flag indicating that a problem exists The focus is on the identification of the factors within the system in which an error occurs that contribute to the problem of human error As those factors are identified efforts to alleviate them can be instituted and reduce the likelihood of error in medical care Human error occurs in all aspects of human activity and can have particularly grave consequences when it occurs in medicine Nearly everyone at some point in life will be the recipient of medical care and has the possibility of experiencing the consequences of medical error The consideration of human error in medicine is important because of the number of people that are affected the problems incurred by such error and the societal impact of such problems The cost of those consequences to the individuals



involved in medical error both in the health care providers concern and the patients emotional and physical pain the cost of care to alleviate the consequences of the error and the cost to society in dollars and in lost personal contributions mandates consideration of ways to reduce the likelihood of human error in medicine The chapters were written by leaders in a variety of fields including psychology medicine engineering cognitive science human factors gerontology and nursing Their experience was gained through actual hands on provision of medical care and or research into factors contributing to error in such care Because of the experience of the chapter authors their systematic consideration of the issues in this book affords the reader an insightful applied approach to human error in medicine an approach fortified by academic discipline

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