

# Index

## A

- absorption capability 21
- Academic Search Elite 203
- acquire 43
- acquiring licences 64
- activity 225
- AD-HOC environment 111
- AD-HOC methodology 111
- Addeco 176
- AgeLine 203
- align people 43
- annotations 154
- anticipated reciprocity 245
- Appach 164
- application ontology 150, 157
- approval 50
- architecture 164
- ARIADNE 151, 166
- artificial intelligence (AI) 150
- AS400 66
- assessing 57
- assessing competencies 93
- available competencies 85

## B

- B2E 58
- B31.1 application 148
- basic learning 32
- bid response process (BRP) 261
- boundary objects 214, 215
- business driver 67
- business processing environment (BPE) 170
- business risks 48
- business source premier 203

## C

- CA 200, 202, 206
- categorization of knowledge 128
- category 321
- CBT 325
- chief executive officers (CEOs) 12
- Cisco Systems 176
- classification of industrial sector (WZ2003) 309
- CM approach 86, 91
- CM developers 262
- CM initiative 99

- CM management systems 44
  - CM methods 85
  - CM process 41
  - CM strategy 43, 47, 61
  - CM system 262
  - cognitive capacity 25
  - coherency 225
  - common goals 245
  - communal relationships 245
  - community-related 31
  - competence 181
  - competence development 236, 239
  - competence development programs 240
  - competence management system 261
  - competence manager 343
  - competence ontology 264
  - competence performance matrix 95
  - competence performance structure 97, 99
  - competence relation 266
  - competence space 107
  - competence state 97
  - competencies management 121, 124
  - competencies required 85
  - competencies types 128
  - competency 85, 93, 185, 186, 189, 197, 198, 202, 204, 222, 225, 321
  - competency-based 185
  - competency-based (e-)learning 129
  - competency-based annotation 128
  - competency-based curriculum 227
  - competency-based framework 1
  - competency-based HRM 89
  - competency-based interoperability 129
  - competency-based learning 185, 227, 231
  - competency-based project staffing 90
  - competency-based social networking 129
  - competency-based training 186
  - competency acquisition 147
  - competency assessment 5, 105
  - competency assignments 105
  - competency catalogue 86
  - competency definition 104, 189
  - competency definition schema 5
  - competency elicitation interview 86
  - competency gap analysis 5
  - competency management 41, 51, 63, 85, 180
  - competency management information systems 4
  - competency management systems (CMS) 13, 320
  - competency model 328
  - competency observatory 247
  - composite courseware 288
  - composite organizational competency 26
  - composition process 280
  - comprehensive strategy 43
  - computer 339
  - concept abduction problem (CAP) 281
  - concept contraction 280
  - concept contraction problem (CCP) 280
  - concept covering problem (CCoP) 283
  - concept names 276
  - conceptualisation 259
  - conferring 23
  - constructors 277
  - consultant 346
  - consultation 23
  - consult menu 164
  - countable set 162
- D**
- DAML 8
  - debate 23
  - defining competencies 93
  - defining reusable competency definition (RDCEO) 193
  - definition(s) 277, 321
  - demerits 13
  - demonstrated behaviour 321
  - Desktop 339
  - destTopic 345
  - develop 43
  - discretionary enhancements 50
  - distributed organizational knowledge base (DOKB) 173
  - DLs 276
  - document 345
  - domain ontology 150
  - durability 225
- E**
- e-business 41

e-business context 42  
 e-business transformation 45  
 e-government 208, 210  
 e-learning 32, 48, 84, 111, 147, 230, 238  
 e-learning academic programmes 13  
 e-learning application 153  
 e-learning platforms 242  
 e-learning systems 111  
 e-learning technology 6, 13, 20  
 e-learning tools 20  
 e-mail system 26  
 E-MEMORAe 146, 148  
 E-MEMORAe environment 164  
 e-portfolios 230  
 e-recruiting 48  
 e-recruitment 300  
 e-service 208, 213  
 EBSCO 203  
 EDTs 214  
 electronic distribution technologies (EDTs) 209  
 electronic world 208  
 employee-facing relations 43  
 employee life cycle domain 43  
 employee self service (ESS) 50  
 engineering unit 86  
 enterprise resource planning (ERP) 41  
 environment E-MEMORAe 160  
 ERP 54  
 ERP systems 235  
 evaluating the models 93  
 ex-ante 22  
 experiencing 23  
 expertise location 91  
 explicit or implicit 240  
 exploiting capability 21  
 extensible markup language (XML). 158  
 extension of IMS QTI 243  
 external relationship 211

## F

farmer 111  
 finite set 162  
 formalism 157

fragmented market 45  
 fuzzy 222

## G

generic ontology 150  
 German Federal Employment Office (BA) 306  
 GMS framework 260  
 goal, obstacles, actions, and prerequisites (GOAP) 7  
 GOAP 7  
 GOAP framework 7  
 governance structures 19  
 GREEDYsolveCCoP 285  
 group 345  
 Growth and Innovation Fund (GIF) 12  
 grow the business 47, 49, 50

## H

“human capital” (HC) paradigm 42  
 hard competencies 148  
 hard OM 209  
 hasCompetence 345, 350  
 hasInterest 345, 350  
 hasMember 345  
 hasParentTopic 343  
 hasResource 345  
 hasTopic 345  
 HC market applications 48  
 heterogeneous knowledge 29  
 heuristics 33  
 hierarchical knowledge 187  
 hierarchical task 95  
 high benefits 48  
 higher-level learning 32  
 HR-BA-XML 306, 310  
 HR-XML 174, 199, 306, 310  
 HR-XML-SE 306  
 HRM 88  
 HRM purpose 86  
 HR practices 43  
 HTML site 301  
 human capital 42  
 human resources (HR) 86, 235, 325  
 human resources (HR) management 42

human resources management (HRM)  
41, 84  
human resources ontology (HR ontology)  
307

## I

IBM 176  
ICMP 192  
ICT 225  
ICT environment 123  
IEEE 188, 193, 204, 205  
IEEE LTSC 193  
ill-contextualised 22  
ill-conceived 22  
improving 57  
IMS 8  
IMS-RDCEO 174  
IMS consortium 174  
IMS Learning Design Specification 235  
including extranet 20  
inclusion assertions 277  
individual-related 31  
individual competencies 20  
influence 43  
informal learning and community building  
239  
InformationBearingThing (or IBT) 181  
information model 174  
information repository 254  
information structuring 101  
information system 180, 209  
information technology (IT) 1, 15, 41,  
84, 234, 273, 319, 335  
inquiry 23  
integration of different levels 238  
InternalDocument 346  
internal relationship 211  
Internet protocol (IP) 192  
Internet technologies (semantic Web  
technologies) 302  
Internet technology (IT) 209  
interpretation function 94  
intersectionOf 340  
intra-organizational learning 29  
intranet 20

irreducible solution 281  
IT-intensive competency systems 8  
IT environment 98  
IT portfolios 47  
IT systems 338

## J

Java 337, 341, 346  
Java language 337  
JavaScript/HTML+SVG 164  
job posting 304  
job profiles 86

## K

KLC model 178  
KM 88  
KMCI 169  
KMCI lifecycle model 169  
KM framework 169  
KM management systems 44  
KM purpose 86  
knowledge-based competencies 29  
knowledge-sharing 21  
knowledge assets 42  
knowledge base 191  
KnowledgeClaimEvaluation 181  
knowledge economy 37  
knowledge life cycle (KLC) 169  
knowledge management (KM) 44,  
84, 169, 254  
Knowledge Management Consortium  
International (KMCI) 169, 170,  
173  
knowledge management lifecycle 180  
knowledge management tools 15  
knowledge mapping 90  
knowledge production (KP) 170  
knowledge resources 236, 239  
knowledge sharing 37  
knowledge space theory 94  
knowledge states 94  
knowsHowto 346  
Korossy's competence performance 83  
KOWIEN 310

**L**

- laptop 339
- LD 8
- learner support service 241
- learning activities 236, 240
- learning activity repository 5
- learning management systems 195
- learning objectives 247
- learning object ontology 329
- learning object repositories (LOR) 151
- learning objects 185, 186, 187, 188, 189, 190, 191, 192, 193, 194, 195, 196, 199, 203, 204, 205, 206, 240
- learning organization 17
- learning outcome 192
- learning path service 241
- learning path specification 244
- learning performance 32
- learning practices 28
- learning processes 27
- learning resources 154
- learning services connector specification 244
- learning strategy 24
- Ley 111
- life cycle 173
- lifelong learning 238
- Lindstaedt 111
- literature on competencies 126
- LMS market 63
- LOM 188, 190, 194, 205
- LOM (learning object metadata) 151
- LOM schema 194
- LOR 151
- low business risks 48

**M**

- mainstream competency-based learning (MCBL) 222
- mainstream e-learning 240
- maintain 43
- MAMAS 291
- management by training 225
- management competencies 36
- management system 188

- manager self service (MSS) 50
- many-to-one matching 279
- many to many 275
- many to one 275
- mapping of contents 247
- MCBL 222, 227
- Memorae project 147
- merits 13
- messages notification 50
- meta-level learning 32
- meta-metadata 6
- meta-ontology 150
- metadata 185, 186, 188, 190, 193, 194, 195, 203, 204, 205
- metaphors 35
- Microsoft 176
- minimal interpretation 95
- Model XYZ 339
- MSS technology 50
- multi-disciplinary 227
- MySQL/PHP 164

**N**

- navigation service 241
- networks for lifelong competence development 241
- Niku 47
- non-discretionary 47
- North American industry classification system (NAICS) 309

**O**

- object-oriented languages 341
- object Match (OM) 347
- observing 57
- OIL 8
- one-to-one matching 279
- one to one 275
- ontological 194
- ontological agreement 128
- ontological representations 196
- ontology 150, 185, 190, 191, 192, 194, 195, 196, 197, 199, 204, 206, 343
- ontology-based competence management model 253

ONTOlogy COst Model (ONTOCOM)  
     308  
 ontology languages (KOWIEN) 310  
 ontology reuse (PMreuse) 308  
 OntoProper 274  
 OpenCyc 181  
 OpenCyc knowledge base 170  
 optical interfaces 266  
 optimizing 19  
 organization 101  
 organizational competencies 20  
 organizational competency database 5  
 organizational learning 13, 36  
 organizational learning schedule 5  
 organizational memory (OM) 152, 207  
 organizational needs registry 5  
 organizational planning database 5  
 organizational procedures 14  
 OS environment 66  
 overall frameworks 89  
 OWL 8, 346  
 OWL-DL 279  
 OWL-Full 279  
 OWL-Lite 279

## P

Pascal 341  
 PCT 216  
 PC technologies (PCT) 209  
 PDA 67  
 pedagogical content 152  
 pedagogical models 237  
 people-CMM process areas 45  
 People Capability Maturity Model 255  
 PeopleSoft GmbH 176  
 performance 95  
 performance assessment service 241  
 personnel administration 42  
 PMreuse 308  
 portfolio management 46  
 positioning service 241  
 potential development 48  
 Primavera 47  
 primitive competence 266  
 pro-active sharing 247  
 process integration 67

product-related 31  
 profession reference number classification  
     (BKZ) 309  
 programming Language 337, 341  
 project 345  
 project management 101  
 project team staffing 90  
 ProPer 274  
 ProSight 47  
 PsycINFO 203  
 PublicDocument 346  
 Python 350

## Q

Quantity-ScriptPerformance 181

## R

rankPotential algorithm 281  
 RDCEO 193, 194, 204  
 RDF 8  
 RDF document 339  
 RDF format 311  
 RDF Schema 339  
 reflection 23  
 relational relationship 211  
 reliable comprehensive process  
     automation 67  
 repertory grid technique (RGT) 100  
 representation function 94  
 reputation 245  
 research and development (R&D) 99  
 resource 345  
 retain 43  
 return on investment (ROI) 242  
 rewards 47  
 right employees 43  
 risk 46  
 role expressions 277  
 role names 276  
 routing 50  
 Royal Charters 19  
 run the business 47

## S

satisficing 19  
 ScriptPerformanceAttributeType 181

- SDCBL 222, 229
  - Searchable Answer Generating Environment (SAGE) 274
  - search menu 164
  - self-control of participants in learning 247
  - self-directed competency-based learning (SDCBL) 221, 231
  - self-Organization Theory 246
  - self-sustaining system 246
  - Semantic-based 271
  - Semantic base 280
  - Semantic Web 8, 301, 338
  - Semantic Web-based 355
  - Semantic Web-based tool 355
  - Semantic Web technologies 6, 299, 333, 355
  - SemMF 315
  - service-oriented architecture (SOA) 234
  - SG 350
  - shared values 43
  - sharing capability 21
  - skill management 279
  - skill management systems (SMS) 271
  - skills investment funds (SIF) 12
  - skills ontology 290
  - SME 67
  - SME-type organizations 67
  - SMS 276
  - social exchange theory 244
  - social software 239
  - soft-information 208
  - soft-OM 209
  - soft competencies 148
  - software agents 247
  - software technologies 346
  - sourceTopic 345
  - SPARQL 352
  - specifity 225
  - standard occupational classification (SOC) 309
  - state-of-the-art knowledge 19
  - strategic asset (talent) management 42
  - strategic management 84
  - subClassOf 340
  - subPropertyOf 340
  - support methodology 327
  - surmise relation 94
  - SW 121
  - Swedish National Labour Market Administration (AMS) 306
  - synthesis 101
  - synthesis capability 21
  - system architecture 323
  - systematic development 23
- ## T
- TCL 350
  - TeamComposer 285
  - technical 6
  - TEL 121
  - TEN-Competence project 234
  - test components 247
  - theory of practice 23
  - three-tier architecture 164
  - TM (time control) 52
  - topic 343
  - topic maps (TM 157
  - trainability 225
  - training memory 157
  - transactional domain 43
  - transform the business 47
  - transmission control protocol (TCP) 192
- ## U
- “units of learning” (UoLs) 240
  - uniform resource identifiers (URIs) 302
  - unionOf 340
  - units of learning 236
  - usable learning objects 288
  - user interface 160
  - utilising capability 21
- ## V
- valuable knowledge 171
  - value 46
  - venture 47
- ## W
- WAP Server 67
  - Web-based learning 6, 15
  - Web-based tools 50
  - Web browser 67

## 374 Index

- Web site 301
- Wikipedia 230
- Windows 32 66
- work-integrated CM 90
- workforce planning 48
- worldwide HRMS 64
- World Wide Web Consortium (W3C) 301

## **X**

- XML 8
- XML binding 174
- XML schema 176, 199