

ERP Course: Knowledge Management and Learning See articles at the course web site and in references

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A Company





Knowledge Management

Knowledge Management is

- A set of systematic and disciplined actions
- To get a greatest value from the knowledge available to it Knowledge in this context include
 - Experience and understandings of people
 - IT artifacts (resources, digital objects, documents, ...)

Knowledge Management involves:

- Organizational, social, and managerial actions
- Technology



Organizational Learning (Nonaka)

Conversion of knowledge between tacit and explicit forms (both important for organizational effectiveness) Tacit knowledge

- known
- derived from experience
- embodies beliefs and values
- actionable
- source of innovation

Explicit knowledge

- represented by an IT artifact
- used in communication betweem several parties



Conversions

Tacit to Tacit SOCIALIZATION	Tacit to Explicit EXTERNALIZATION (conceptualization, elicitation, and
e.g. team meetings and discussions	articulation)
	e. g. dialog within a team, answer questions
Explicit to Tacit	Explicit to Explicit
INTERNALIZATION	COMBINATION
e. g. learn from a report	e. g. e-mail a report



Tacit to Tacit

Tools which support communication Supplementing or enhancing classical meetings Replacing face to face meetings Groupwares Locating experts



Shared experience and knowledge

Asynchronous

- Listening to recorded presentation
- Using news and virtual discussion forums
- Tools to comment and annotate such presentation or a jointly created documents

Synchronous

- Virtual on line meetings
- Voice over IP
- Video conferencing
- Instant messaging

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Finding a person

Common interest to create an innovation Expert to help with a specific problem Team creation for a specific assignment A person for peer review Search engines for people Based on profiles

- Explicit evidence
- Extracted evidence from portfolios, projects, and activities
- Derived evidence from social interactions



Tacit to Explicit

Creating a shared mental model Describing/externalizing it in an IT artefact Problem tickets in call centers Their associations to problems Frequent problems/questions Metadata, conceptual models, ontologies Formal concept analysis Matching problem descriptions with existing solutions





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Explicit to Explicit

Combination

Capturing existing knowledge

- Rewarding people to make documents, problem and solution descriptions
- Use of documents, citations/references, links (page rank in google)

Multimedia analysis – speech recognition (call centers), image searching (design documents)

 Search – information retrieval, digital libraries, similarity measures, exact database query, indexing, crawling
 Taxonomies, Ontologies, Metadata, Text Classification, Summarization



Explicit to Tacit

Dealing with lost in information space Information overload Using ontologies to visualize Hiding, summarization Anotations Automatic guidance Shortcuts Local navigation vs. global navigation Task based navigation – association with business process or task to be supported



Adaptive Course Structure Presentation in Interbook





Adaptive Link Annotation in Interbook





Learning on-line in organizational context



Smart (open) spaces





 $\Pi \Pi \Psi$



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Knowledge Sea

http://www2.sis.pitt.edu/%7Eir/KS/home.htm?kt_sid=470&kt_user=demo

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ass, exercise. 兽	class, exercise.	pointer, class.	pointer, list.	pointer, structure.	structure, pointer. L.16	array, structure.	array, arrays. <u>L.8</u>
ass, exercise. ●	class, exercise.	pointer, class.	pointer, list.	pointer, structure.	structure, pointer.	array, structure.	array, arrays.
ass, exercise. e	class, exercise.	pointer, list. <u>L.13</u>	pointer, memory.	memory, pointer.	memory, function. <u>L.15</u> ,	function, array.	function, array. <u>L.9</u>
vitch, operation.	switch, flag.	memory, switch. <u>L.3</u>	memory, string.	memory, string.	function, string.	function, string. <u>L.10</u>	function, array.
itch, statement.	switch, statement.	statement, variables.	data, variables.	string, data.	function, string. L.12	function, string.	function, functions.
atement, switch.	statement, switch.	statement, variables.	variables, data.	data, variables.	function, file.	function, file.	function, file.
tement, loop.	statement, loop.	statement, variables. L.2. L.7	variables, data.	programs, example.	file, programs.	file, function.	file, function.
atement, sum. 5	statement, sum. <u>L.11</u>	statement, variables.	variables, program. <u>L.1</u> , <u>L.4</u>	programs, program. <u>L.0</u>	file, programs. ●	file, files. <u>L.ő</u>	file, files.
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Executive Academy (WBZ): 💙

http://www.hcd-online.com

Search results are currently collected. Next update in 2 seconds.

Currently used search-term(s): economy

Select	\land Relevance	🕑 Title / 📎 Description	۲	LASON: 🛛 Edutella: 🗙
0	100. (1)	Change-Management und Innovation Die Zukunft (die sogenannte ⊡Next <mark>Economy</mark> ⊡) ist eine Innovations⊡ <mark>Economy</mark> . Nur wer sich in Zukunft auf Ver⊡nderungen einstellt, wer hohe Innovationsraten verwirklichen kann, wird am Markt bestehen. Ein		Seminarshop.com: ♥ CLIX: ᠌ ULI: ¥
0	2.70 (2)	The Experience Economy: Work Is Theatre & Every Business a Stage Availability: Usually ships in 24 hours		Knowledgebay: 🚣 EduSource: 💙 Metzingen VHS-Kursdatenbank: 💙
0	2.70 (3)	Book of Common Prayer (1979, Personal Size <mark>Economy</mark> , Black) Availability: Usually ships in 24 hours		Amazon: ♥ bfi-vienna: X EducaNext-UPM: X

To make the personalization process more flexible

To satisfy a user if no results are returned

To enable ranking on results based on document analysis

		Availability: Usually ships in 24 hours			
0	1.88 (11)	3043 Advanced Novell Network Administration NetWare 6.5 NetWare 6.x wurde speziell auf die Bed⊡rfnisse der heutigen Net <mark>Economy</mark> zugeschnitten. NetWare 6.x kann in bestehenden Netzwerken eingesetzt werden, um diese in ein einziges, alles umfassendes Netz	Yes	Seminarshop.com	German
0	0.0 (12)	<mark>China Reise Taijiquan Qi Gong</mark> 21 Tage China Reise - Taijiquan / Qi Gong Unterricht an der Sportuniversit⊡t Peking, Rundreise zu faszinierenden St⊡tten der chinesischen Kultur	Yes	Seminarshop.com	German
0	0.0 (13)	<mark>Szenario-Technik</mark> Jeder Unternehmer, jede F⊡hrungskraft ist t⊡glich immer wieder neu mit der Frage konfrontiert⊡- Wie k⊡nnte mein Unternehmen/mein Bereich in ca. 1-3 Jahren aussehen?- Welche Anforderungen k⊡nnte der Ku	Yes	Seminarshop.com	German
0	0.0 (14)	The Wisdom of Crowds: Why the Many Are Smarter Than the Few and How Collective Wisdom Shapes Business, Economies, Societies and Nations	Yes	Amazon	English



Our Approach

The adaptivity seen as decisions among variable resources where decisions are driven by information about a user Knowledge about:

- Resources with metadata seen as constraints on use
- Learner features used for comparing to the resource metadata
- Horn logic oriented rules in TRIPLE used to perform the matching which concludes with personalization information
- Horn logic oriented rules in TRIPLE used to construct and rewrite user queries over metadata with restrictions based on the user profile



eLearning Domain – Metadata Used

- Lerning resource
 - Concepts/Competencies as learning outcomes
 - Prerequisites knowledge needed for understanding a resource
 - Prerequisites knowledge concepts/competencies to understand the concepts or to gain competencies
 - Language used in the resource
- Learner profile
 - Lerner performance, competencies/concepts previously acquired and compared to prerequisites of either resource/concept/competency
 - Language/Concept preferences



Knowledge Structure for Resources





Knowledge Structure for Domain Concepts – the Java Tutorial



Examples in TRIPLE: Instance of a Learning Resource

```
kbs: 'Praedikatenlogik3.pdf,
[dcq:isPartOf -> kbs:'Modul3',
 dcq:isRequiredBy -> kbs:'Resolution.pdf',
 dcq:requires ->
    kbs: 'Praedikatenlogik2.pdf',
 dc:subject -> acm_ccs:'I.2.4.2.1',
 dc:language -> lang:de,
 dc:description -> 'Wie wandele ich Sätze
          der Praedikatenlogik in Konjungtive
               Normalform um',
 dc:title -> 'Vorlesung Künstliche
    Intelligenz WS 2002 : Umwandlung in KNF
```



Knowledge Structure For Learner Features

Performance Portfolios Goals Preferences Personal Information Identification Test Performance



Learner Performance and Competencie

	Perf	orman	се				
learning_experience_identifier					String		
issued_from_identi	issued_from_identifier In			nce	Institution		
performance_privacy Ir			istance		PrivacyInfo		
performance_coding				String			
Issued_By_Identifie	ər	Ins	tan	ance* Institutio			
CertifiedBy	CertifiedBy Instance				Certificate		
PerformancePortfolio Inst			star	tance* Portfolio			
Valid_from			String				
PerformanceId			String				
Issued_date			String				
Valid_to				String			
performance_value				Float			
	1		C	Competencies:RE			
learning_competency		Instance		Concept			
granularity			String				
Recorded_date				String			
performance_metric				String			

learning_competency*

learning competency*

			1		
Competencies:RDCEO					
Competencies:isRequiredBy Instance*		Competencies:RDCE0			
Competencies:isEquivale	mpetencies:isEquivalent Instance*		Competencies:RDCEO		
Competencies:requires	Ir	nstance*	Competencies:RDCEO		
Competencies:Ca	atal	og	String*		
Competencies:hasVersion	n	Instance*	Competencies:RDCEC		
Competencies:language		String			
Competencies:Title		String			
Competencies:hasPart	Ir	nstance*	Competencies:RDCEO		
Competencies:De	scri	ption	String*		
Competencies:isVersionC	Df	Instance*	Competencies:RDCEC		
Competencies:Entry		String			
Competencies:isPartOf	ncies:isPartOf Instance*		Competencies:RDCEO		





Goals and Preferences



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Example: An Instance of a Learner Performance

- student:student1[papi:performance -> student:performance_1].
 student:performance_bucket_1[papi:performance_bucket_value
 -> '10min'].
 - student:performance_bucket_1[papi:performance_bucket_name
 -> 'time_on_task'].
 - student:performance_1[papi:performance_bucket ->
 - student:performance_bucket_1].
 - student:performance_1[papi:performance_value -> '0.6'].
 - student:performance_1[papi:performance_metric -> '0-1'].
 - student:performance_1[papi:performance_coding ->
 - 'number'].
 - student:performance_1[papi:granularity -> topic].
 student:performance_1[papi:learning_experience_identifier
 - -> kbs:'Praedikatenlogik2.pdf'].
 - student:performance_1[papi:learning_competency ->
 acm_ccs:'I.2.4.2.1'].
 - student:performance_1[papi:issued_from_identifier ->
 kbs:'Test_Praedikatenlogik2.pdf'].



Querying Metadata in Edutella

Datalog- and RDF-Based QEL Common internal data model for Queries Several wrappers implemented (file based, relational database, concept base, ...) to support several metadata storage types Two kinds of wrappers:

- Implementing provision service
- Implementing consumer (query) service



Example: Edutella Query for Resources

<rdf:RDF

```
xmlns:RDFNsId1='http://www.edutella.org/edutella#'
   xmlns:rdf='http://www.w3.org/1999/02/22-rdf-syntax-ns#'
   xmlns:rdfs='http://www.w3.org/2000/01/rdf-schema#'>
    <RDFNsId1:QEL3Query rdf:about='http://www.elena.org/gen#query'>
        <RDFNsId1:hasResultType
  rdf:resource='http://www.edutella.org/edutella#TupleResult'/>
        RpeMaid1·baaOuoruiitoral>
          s(X, <dc:subject>, <java:variables>).
  rdf:abou
  rdf:resc
  rdf:type='http://www.edutella.org/edutella#Variable'
                     rdfs:label='Resource'/>
                <rdf:predicate
  rdf:resource='http://purl.org/dc/elements/1.1/subject'/>
                <rdf:object rdf:resource='http://hoersaal.kbs.uni-
  hannover.de/rdf/java ontology.rdf#Variables'/>
            </RDFNsId1:RDFReifiedStatement>
</RDFNsId1:OEL3Ouery>
</rdf:RDF>
```



Adding Restriction on Language

<rdf:Description rdf:about="&n4;genid0">
<n1:type
rdf:recource="&n4:PDFPoifiedStatement"/>
</rdf:Des S(X, <dc:subject>, <java:variables>),
<rdf:Des S(X, <dc:language>, <lang:de>).
<n1:su
</rdf:Description>
<rdf:Description rdf:about="&n4;genid0">
<n1:predicate rdf:resource="&n3;language"/>
</rdf:Description>

<rdf:Description rdf:about="&n4;genid0"> <n1:object rdf:resource="&n7;de"/> </rdf:Description>



```
A Rule for Adding Such Restriction
FORALL QUERY, VAR, PRED, OBJ, NEWLIT
  QUERY[edu:hasQueryLiteral -> edu:NEWLIT] AND
        edu:NEWLIT[rdf:type ->
  edu:RDFReifiedStatement;
            rdf:subject -> VAR; rdf:predicate ->
  PRED; rdf:object -> OBJ]
<- EXISTS LITERAL, ANY (QUERY[rdf:type ->
  edu:QEL3Query;edu:hasQueryLiteral -> LITERAL]
  AND
            LITERAL[rdf:type ->
  edu:RDFReifiedStatement;
                rdf:subject -> VAR[rdf:type ->
  edu:Variable]; rdf:predicate -> dc:ANY] )
          AND EXISTS A
            A[rdf:type ->
  edu:AddSimpleRestriction;
              rdf:predicate -> PRED;
              rdf:object -> OBJ]@PP
          AND unify(NEWLIT, lit(VAR, PRED, OBJ)).
```



A Rule to Generate Recomendation Annotation on Results

Extending the Knowledge Structure of the Resource by at Least Additional Attribute => D[hasAnnotation->recommended].



Recommendation in the Search Results

...



Mapping the value of the hasAnnotation attibute to a visual representation

hasAnnotation -> recommended => GreenBall

hasAnnotation -> not_recommended => RedBall



Example: A Rule for Generating Examples for Presented Learning Material



The Personal Reader



Similarly to the Example Rule, Summaries, Details, Generalizations, and Excercises are generated

Mapping to Visual Representation as Separate Boxes

www.personal-reader.de





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Roles of Concepts in a Resource









The technical approach





Retrieving Resources

Distributed content Distributed standard based metadata descriptions about:

- Content
- Relationships between the content
- Learner

Logic Programs

- Query and adapt content delivery and its links
- Visualize adaptive navigation support





Remote service status:

http://www.hcd-online.com

Search results are currently collected. Next update in 2 seconds.

Current	ly used search	Exect	Executive Academy (WBZ): 🛩				
Select	🖲 Relevance	Edutella: 🗙					
0	100. (1)	Change-Management und Innovation Die Zukunft (die sogenannte □Next <mark>Economy</mark> □) ist eine Innovations□ <mark>Economy</mark> . Nur wer sich in Zukunft auf Ver□nderungen einstellt, wer hohe Innovationsraten verwirklichen kann, wird am Markt bestehen. Ein	Semi CLIX ULI:	Seminarshop.com: CLIX: CLIX: Knowledgebay: EduSource: Metzingen VHS-Kursdatenbank: Amazon: bfi-vienna: EducaNext-UPM: EducaNext-UPM: Seminarshop.com: CLIX: Seminarshop.com: Seminarshop.com: CLIX: Seminarshop.com			
0	2.70 (2)	The Experience Economy: Work Is Theatre & Every Business a Stage Availability: Usually ships in 24 hours	EduS Metzi				
0	2.70 (3)	Book of Common Prayer (1979, Personal Size <mark>Economy</mark> , Black) Availability: Usually ships in 24 hours	Amaz bfi-vi Educz				
0	2.70 (4)	Illicit : How Smugglers, Traffickers and Copycats are Hijacking the Global Economy Availability: Usually ships in 24 hours	Yes	Yes Amazon English			
0	2.70 (5)	Basic Economics: A Citizens Guide to the Economy, Revised and Expanded Availability: Usually ships in 24 hours	Yes	Amazon	English		
0	2.70 (6)	Twilight in the Desert: The Coming Saudi Oil Shock and the World Economy Availability: Usually ships in 24 hours	Yes	Amazon	English		
0	2.70 (7)	The Macro Economy Today with DiscoverEcon with Solman Videos Availability: Usually ships in 2 to 5 weeks	Yes	Amazon	English		
0	2.36 (8)	The Travels of a T-Shirt in the Global <mark>Economy</mark> : An Economist Examines the Markets, Power, and Politics of World Trade Availability: Usually ships in 24 hours	Yes	Amazon	English		
0	2.02 (9)	How We Compete : What Companies Around the World Are Doing to Make it in Today's Global Economy Availability: Usually ships in 24 hours	Yes	Amazon	English		
0	2.02 (10)	The Wal-Mart Effect : How the World's Most Powerful Company Really Worksand How It's Transforming the American Economy Availability: Usually ships in 24 hours	Yes	Amazon	English		
0	1.88 (11)	3043 Advanced Novell Network Administration NetWare 6.5 NetWare 6.x wurde speziell auf die Bed⊡rfnisse der heutigen Net <mark>Economy</mark> zugeschnitten. NetWare 6.x kann in bestehenden Netzwerken eingesetzt werden, um diese in ein einziges, alles umfassendes Netz	Yes	Seminarshop.com	German		
0	0.0 (12)	China Reise Taijiquan Qi Gong 21 Tage China Reise - Taijiquan / Qi Gong Unterricht an der Sportuniversit⊡t Peking, Rundreise zu faszinierenden St⊡tten der chinesischen Kultur	Yes	Seminarshop.com	German		
0	0.0 (13)	<mark>Szenario-Technik</mark> Jeder Unternehmer, jede F⊡hrungskraft ist t⊡glich immer wieder neu mit der Frage konfrontiert⊡- Wie k⊡nnte mein Unternehmen/mein Bereich in ca. 1-3 Jahren aussehen?- Welche Anforderungen k⊡nnte der Ku	Yes	Seminarshop.com	German		
0	0.0 (14)	The Wisdom of Crowds: Why the Many Are Smarter Than the Few and How Collective Wisdom Shapes Business, Economies, Societies and Nations	Yes	Amazon	English		

Semantic Annotation

Annotator is activated from repository administration interface (for all or only new resources)

- Loads (linguistically annotated) ontology/ontologies that can be used to annotate this repository
- Loads textual parts (title, description, key words, content if available) of resources and stores them in full-text (Lucene) index

Finds (new) annotations

- Linguistic expressions of ontology are used as queries against full-text index to find (new) annotations
- Text classification techniques are used to find additional annotations (e.g., use combined and pruned term frequency vectors of all resources of one concept as new query)

Sends new annotations back to repository administration interface where user checks correctness



Technological Issues

Exact Match – not always work – similarity measures considered already in Personal Reader, more doc. Analysis in HCD-Suite online

Heterogeneity (inconsistencies, contradictions)

Ordering

Opposite situation – not to many results/links but to few Performance



Questions?

Additional References to those at the course web site: Peter Dolog et. al: Personalization in Distributed e-Learning Environments. In Proc. WWW2004. New York.

Peter Dolog et. al: The Personal Reader: Personalizing and Enriching Learning Resources using Semantic Web Technologies. In Proc. AH2004. Eindhoven

Peter Dolog and Wolfgang Nejdl: Semantic Web Technologies for the Adaptive Web. In Peter Brusilovsky, Alfred Kobsa, Wolfgang Nejdl (eds.), *The Adaptive Web: Methods and Strategies of Web Personalization*. To appear.