Notes

1. According to European Commission (EC), Small and medium sized enterprises can be defined as quoted from Accountancy, London March 1999, Vol 123, Issue 1267 pp 15:
   - Small sized: up to 50 employees and balance sheet EUR 3.125 million
   - Medium sized: up to 250 employees and balance sheet EUR 12.5 million

   According to Malaysia classification as quoted from Malaysia International Trade and Industry report 1998/1999:
   - Department of Statistic (DOS) classification not more than 150 employees and annual sales turnover not exceeding RM 25 million
   - Malaysia Development Industrial of Authority (MIDA) classification not more than 75 employees and paid up capital not more than RM 2.5 million

2. These factors are partially derived from the knowledge chain value developed by Mathieu Weggeman in “Knowledge Management. Setting up and Steering knowledge Intensive Organization” (Weggeman, 1997)

3. The key variable for a company to success is quoted from:
   2. The power of learning (Mayo, A. & Lank, E., 1993)
   4. Building the learning organization (Marquardt, M.J. 1996)

BIBLIOGRAPHY


BACKGROUND READING


