THE INTERNATIONAL JOURNAL OF BUSINESS & MANAGEMENT

Impact of Knowledge Management

Dr. K. Vembu

Assistant Professor, Department of Commerce, S.T.E.T. Women's College, Mannargudi, Tamil Nadu, India

Abstract:
Knowledge Management is a multi-billion dollar worldwide market. Knowledge management has become a fashionable term in organizations today. We can define knowledge management as the discipline that promotes an integrated approach to identifying, capturing, retrieving, sharing and evaluating an enterprise's information assets. These information assets may include databases, documents, policies, and procedures as well as uncaptured, tacit expertise and experience resident in individual workers. To study the awareness about knowledge management among the employees and the prevailing knowledge based environment in the concern. The researcher focus on the to analyze and factors affecting the productivity& profit of the concern, to analyze the various knowledge development activities and its impact on motivation of the employees. he find about majority of the respondents accept that they have knowledge about work majority of the respondents feel that their knowledge improve them (60%), majority of the respondents said that they will work under the guidelines only. (60%), majority of the respondents agree that they share knowledge related information daily with others (50%).50% of the respondents are attending the training programme, Tacit knowledge must specifically consider when planning an outsource by the valuable knowledge finally once a decision has been taken for a specific knowledge management and it is very useful to attain the goals of an enterprise.

Keywords: Knowledge management, environment, training, development

1. Introduction

"Knowledge Management ('KM') comprises a range of practices used by organizations to identify, create, represent, and distribute knowledge. It has been an established discipline since 1995 with a body of university courses and both professional and academic journals dedicated to it. Many large companies have resources dedicated to Knowledge Management, often as a part of 'Information Technology' or 'Human Resource Management' departments. Knowledge Management is a multi-billion-dollar worldwide market. Knowledge management has become a fashionable term in organizations today. We can define knowledge management as the discipline that promotes an integrated approach to identifying, capturing, retrieving, sharing and evaluating an enterprise's information assets. These information assets may include databases, documents, policies, and procedures as well as uncultured, tacit expertise and experience resident in individual workers.

HR and Knowledge Management give several roles that can be played by HR in developing knowledge management system. First, HR should help the organization articulate the purpose of the knowledge management system. Investing in a knowledge management initiative without a clear sense of purpose is like investing in an expensive camera that has far more capabilities than you need to take good pictures of family and friends.

1.1. Objectives of the Study
- To study the awareness about knowledge management among the employees and the prevailing knowledge based environment in the concern.
- To analyze and factors affecting the productivity& profit of the concern.
- To analyze the various knowledge development activities and its impact on motivation of the employees.

1.2. Scope of the Study
The study was conducted in Vijay power, Trichy, the major scope of the study is to find the knowledge management by organization. This report consists of information about knowledge programme given to the workers.

1.3. Sources of Data
Primary data refer to those that the collected by research through the study. It is also named as first hand information. Since the purpose of the study is to collect first hand information regarding job satisfaction of employees, much significance has been given to primary data and its techniques. Here the schedule is used for collecting primary data.
Secondary data refers to those that are collected from the Organization, Books, Internet, Publications, Journals and Magazines.

S. No	Improvement of Knowledge	No. of Respondents	% of Respondents
1	Strongly agree	16	20
2	Agree	48	60
3	Strongly disagree	08	10
4	Disagree	08	10
	Total	80	100

Table 1: Classification of Respondents on the Basis of Knowldege to Improvement
Source: Primary Data

1.3.1. Inference
The above table shows that 60% of the respondents agree that the knowledge improve them and 10% of the respondents disagree that the knowledge improve them.
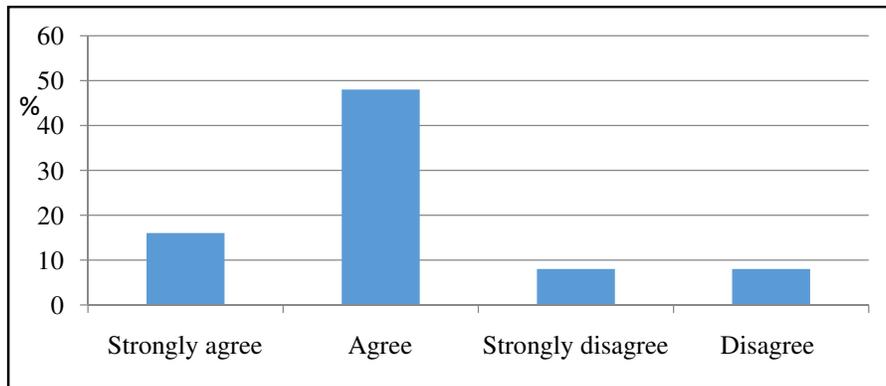

Figure 1: Classification of Respondents on the Basis of Knowledge to Improvement

S. No	Guidelines about Work	No. of Respondents	% of Respondents
1	Strongly agree	48	60
2	Agree	24	30
3	Strongly disagree	Nil	Nil
4	Disagree	08	10
	Total	80	100

Table 2: Classification of Respondents on the Basis of Guidelines about Work
Source: Primary Data

1.3.2. Inference
From the above table, it shows that 60% of the respondents satisfied with the guidelines of work and 10% of the respondents are not satisfied.
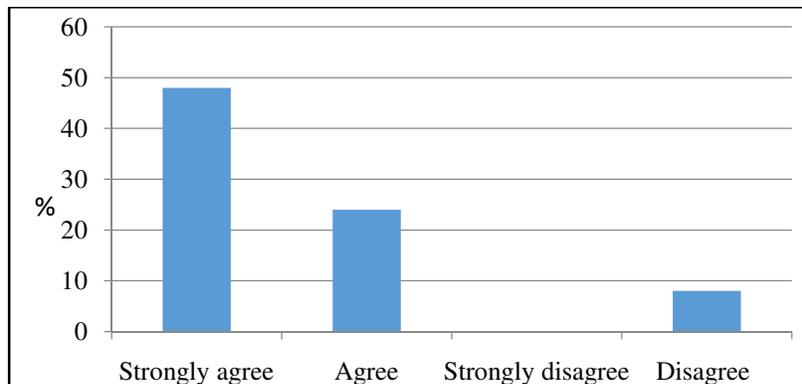

Figure 2: Classification of Respondents on the Basis of Guidelines about Work

S. No	Sharing the Knowledge	No. of Respondents	% of Respondents
1	Daily	08	10
2	Weekly	16	20
3	Monthly	40	50
4	Yearly	16	20
	Total	80	100

Table 3: Classification of Respondents on the Basis of Sharing the Knowledge
Source: Primary Data

1.3.3. Inference
From the above table, it shows that 50% of the respondents sharing the knowledge on monthly and 10% of the respondents are daily basis.
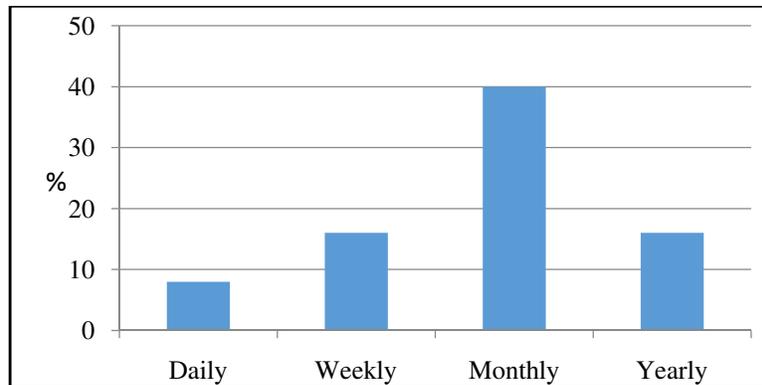

Figure 3: Classification of Respondents on the Basis of Sharing the Knowledge

1.4. Findings Related to Knowledge Management
- Majority of the respondents feel that their knowledge improves them (60%).
- Majority of the respondents said that they will work under the guidelines only. (60%)
- Majority of the respondents agree that they share knowledge related information daily with others (50%).
- It is inferred that maximum number of respondents can solve the problems by using knowledge management. (90%)
- Majority of respondents agree that their innovative ideas are accepted by their senior staff members (80%).

1.5. Suggestions
- It is suggested that the concern will arrange more knowledge related programme to the employees.
- More effective way of motivation is needed
- Department wise employees can meet one another and share their knowledge related information to others. It will increase the productivity & profit of the concern
- Employees should be aware of knowledge management activities, attend all the training programmes conducted by the concern. It will be lead to give Higher performance level in the Job.

2. Conclusion
The organization should have sufficient management skills and the ability to adopt the new Behaviour and the process for the successful concern. Tacit knowledge must specifically consider when planning an outsource by the valuable knowledge.
Finally once a decision has been taken for a specific knowledge management and it is very useful to attain the goals of an enterprise.

3. References
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