



Editorial Note on knowledge Management

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DESCRIPTION

Knowledge is a very important resource for solving problems and creating core competencies for and organizations to remain competitive. In this context Knowledge Management (KM) has become an important issue in the last few decades. Given the broad scope and interdisciplinary nature of KM, this interest spans traditional functional and professional boundaries ranging from IT professionals, to accountants, marketers, organizational development and change management professionals. A notable common feature of this widely divergent activity is an emphasis upon knowledge work, knowledge workers and the nature of knowledge within organizations.

Knowledge sharing may be a power to encourage knowledge exchange and creation in the organizations in order to recognize their competitive advantages – the brainpower or intellectual capital.

People are considered as the major factor for successful implementation of KM in any organization. When people are motivated enough to share; a KM initiative will find its success. As environment of an organization involve higher level of employee participation, examining employees' perception towards knowledge management is important. In this context, Knowledge Management (KM) has become an important issue in the last few decades. Given the broad scope and interdisciplinary nature of KM, this interest spans traditional functional and professional boundaries ranging from IT professionals to accountants, marketers, organizational development and change management professionals.

A notable common feature of this widely divergent activity is an emphasis upon knowledge work, knowledge workers and the nature of knowledge within organizations. Successes of KM initiative depend on several factors which include leadership, organizational culture, IT infrastructure, positive attitudes of the employees to share expertise and so on.

As the discipline, knowledge management 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 tacit expertise and experience resident in individual workers. The resource based view of the firm suggests that organizations will need to be able combine distinctive, sustainable and superior assets, including sources of knowledge and information, with complementary competencies in leadership and human resource management and development to fully realize the value of their knowledge.

As successful KM initiatives imply a good combination of both human participation and IT collaboration tools, understanding and measuring people's perception on various KM issues is a pre-requisite. Knowledge worker are important aspects of any knowledge management system's success. As leadership, organizational learning, culture and environment of an organization involve higher level of employee participation, examining employees' perception towards knowledge management is important. This study explores what people in Indian companies perceive knowledge management, especially in the area of organizational structure, culture, leadership, IT infrastructure and organizational learning. The study also focuses on employees' personal attitudes towards sharing expertise with peers. A survey was conducted among the employees and statistical analysis was done to determine participant's perception on KM.

The survey and facts about Indian Organizations' knowledge management implementation shows that employees have positive attitude towards KM. Although, KM is still in its infancy but from the survey, it is seen that employees are willing to share their expertise, provided there is a proper platform and recognition system existent in the process. It is interesting to see that people don't consider knowledge sharing as an additional responsibility and time consuming activity which is a sign of acceptance of KM.