



iJRASET

International Journal For Research in
Applied Science and Engineering Technology



INTERNATIONAL JOURNAL FOR RESEARCH

IN APPLIED SCIENCE & ENGINEERING TECHNOLOGY

Volume: 4

Issue: XII

Month of publication: December 2016

DOI:

www.ijraset.com

Call: ☎ 08813907089

E-mail ID: ijraset@gmail.com

**International Journal for Research in Applied Science & Engineering
Technology (IJRASET)**

A Study on Knowledge Management with the Employees SIPCOT & SIDCO Phase II Entrepreneur Finished Leather Effluent Treatment Company (P) Ltd

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Abstract: *Knowledge Management is the establishment of a system that captures knowledge purposefully for incorporating into business strategies, policies, and practices at all levels of the company. This course will teach the learner how to initiate a knowledge management program at work. When it comes to knowledge management, any organization is able to implement a strategy. Wherever there are humans working together for one goal, there is knowledge to be harvested, stored, and dispensed as needed. Knowledge management is a program or system designed to create, capture, share and leverage knowledge towards the success of the organization. This is easier said than done because instituting a knowledge management program requires many changes and support at all levels of the organization.*

This project explain about Knowledge management, what is Knowledge Management, meaning of knowledge management, History , values, concepts, principles, models, elements, types, benefits, goals and future development of knowledge management. And also their project enables how the management utilize the knowledge employees and their knowledge and skills and how they improve the skills of employees through knowledge management Programs. And the data should be collected from the employees how the knowledge management program should be effectively in the organization and the data should be included for the hypothesis testing and finally suggested the opinions for the organizations through the samples.

I. INTRODUCTION

Knowledge management is the Systematic capture of insights and experiences to enable an organization to identify, create, represent, and distribute knowledge. The insights and the experiences of individuals in the organization comprise the knowledge that is created in the organization and is embedded in the form of practices and processes.

Knowledge management is an organizational function that concerns itself with the capture, storage, and dissemination of the knowledge that is inherent in the organization by using software or a process tool to capture, store, and disseminate knowledge.

A. Meaning

Knowledge Management is a systematic management of an organizations knowledge assets for the purpose of creating value and meeting tactical and strategic requirements; it consists of the initiatives, processes, strategies and systems that sustain an enhance the storage, assessment, sharing, refinement and creation of knowledge.

Knowledge Management therefore implies a strong tie to organizational goals and strategy and it involves the management of knowledge that is useful for some purpose and which create value for the organization.

B. Definition

Knowledge management is the systematic management of an organization's knowledge assets for the purpose of creating value and meeting tactical & strategic requirement it consist of the initiatives, processes, strategic and systems that sustain and enhance the storage, assessment, sharing, refinement, and creation of knowledge.

Knowledge management therefore implies a strong tie to organizational goals and strategic, and it involves the management of knowledge that is useful for some purpose and which creates value for the Organization.

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Knowledge management create / provide the right tools, people, knowledge, structure (teams, etc.), culture, etc. so as to enhance learning; it must understand the value and application of the new knowledge created; it must store this knowledge and make it readily available for the right people at the right time; and it must continuously assess, apply, refine, and remove organizational knowledge in conjunction with concrete long and short term factors.

II. OBJECTIVES OF THE STUDY

A. Primary Objectives

- 1) To study the Knowledge Management towards Employees in SIDCO & SIPCOT.

B. Secondary Objectives

- 1) To analyses the relationship between sharing of knowledge and teamwork
- 2) To study the performance outcome of an organization.
- 3) To identify factors influencing knowledge management.
- 4) To impact of Knowledge Management practices in improving employees development outcomes in organization.

III. REVIEW OF LITERATURE

A. Bhatt (2001)²

Claims Knowledge Management shapes the interaction pattern between technologies, techniques, and people. However, that exclusive focus on people, technologies, or techniques does not enable a firm to sustain its knowledge effectively. By creating a nurturing and “learning-by-doing” kind of environment, an organization can sustain its competitive advantages (Bhatt, 2001). So, this is a campaign by which university can overtake its rivals in today’s complex and anarchic contexts.

B. Bresnahan (2002)³

KM is no exception to this. While agreement is emerging that KM may be people based and not technologically based, there appears to be little research to date that supports this view. As a result, it has been decided that this review will focus on the human elements that need to be considered when implementing a KM initiative. Common key factors arising have been examined, along with their contributions to the success of implementation. To achieve this, various KM Models have been reviewed. The success factors and obstacles affecting the process are identified. The way in which these influence the process is also considered. Recommendations are made concerning future research and development. In order to limit the scope of this review, it will not focus on Information Technology but solely on the human aspects of KM implementation. Culture it has been highlighted by various researchers that the type of culture existing in an organization is vital to the success of any KM initiative.

C. Brown and Duguid (2001)⁴

Interpretivist approaches to knowledge management emphasise action within practice. “Work Practice seems critical to understanding the acquisition of identify and knowledge at work” meaning is created through action within a specific social context.

D. Burrell and Morgan’s⁵

This paper argues that burrell and morgan’s framework of subjective – objective dualism results in an oversimplified classification that reifies and enhances a false dichotomy, thus denying an intersubjective “socially shared, historically produced” nature of phenomena. The more recent paper argues that an alternative framework should be employed with dimensions of emergent/local and elite/ a priori knowledge.

E. Marshall(1972)²³

Around this time Alfred Marshall, a forefather of neo-classical economic economics, stated the importance of knowledge within economic affairs; “Capital consists in a great part of knowledge and organization.. Knowledge is our most powerful engine of production”.

F. Max Boisot (1998)²⁴

In addition to these intellectual capital views of knowledge as object. For example Max Boisot considers knowledge as either

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codified or unmodified, and as diffused or undiffused within organizations.

IV. RESEARCH METHODOLOGY

Research is a serious academic activity with a set of objectives to example or analyses or understands a problems or finding solution for problems adopting a systematic approach in collecting, organizing and information relating to a problem. A number of people question this meaning of research.

A. Collection Of Data

- 1) The primary data will be collected consumers through structured questionnaire.
- 2) The secondary data will be collected by web site.

B. Nature Of Data

- 1) The primary data will be collected through structured questionnaire.

Sample: Sampling is a process of learning about population on the basis of sample draws from it.

C. Sampling Size

- 1) The total number of respondent in the project is conducted to be the sampling size of about 150 consumers and the pertinent data was collected from this sample taken.

D. Research Design

Research involved a planned approach to unravel the mystery or unexplained. A researcher has to plan his work in advance so as to anticipate any obstacles in the course of research. Such a plan would also help the research to take decision relating to sample size, the type of data to be collected, the analytical tools to be applied, etc

V. DATA ANALYSIS AND INTERPRETATION

A. Percentage Analysis

S.NO	FACTORS	NO.OF RESPONDENTS	PERCENTAGE
1	AGE		
	20-25	92	61.3
	25-30	22	14.6
	30-35	36	24
	TOTAL	150	100
2	GENDER		
	Male	150	100
	TOTAL	150	100
3	MARITAL STATUS		
	Married	93	62
	Unmarried	57	38
	TOTAL	150	100
4	EDUCATIONAL QUALIFICATION		
	SSLC	4	2.6
	HSC	45	30
	UG	72	48
	PG	20	13.3
	ITI	-	-
	DIPLOMA	9	6
	TOTAL	150	100

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5	EXPERIENCE		
	0-3 years	16	10.6
	3-6 years	80	53.3
	6-10 years	50	33.3
	10-13 years	4	2.6
	13-15 years	-	-
	More than 15 years	-	-
	TOTAL	150	100

Primary Data

- 1) *Interpretation:* From the above table it is interpreted, 100% respondents are Male. .3% of respondents are between the age group of 20-25, 48% of the respondents are completed UG, 62% are married that 53.3% of the respondents gained experience between 3-6years

B. Correlation

S. NO	VARIABLES	CORRELATION VALUE	N	SIGNIF.LEVEL
1	Reducing cost and/or time to solve problems in projects and encouraging continuous improvement in and/or new products or services	0.334	150	s
2	Enhancing work quality of projects and encouraging continuous improvement in new products and services	0.409	150	s

Primary data

- 1) *Interpretation:* From the above table, that is interpreted, there is a Positive relationship between the enhancing work quality of projects & encouraging continuous improvement and/or new products and services. There is a Positive relationship between the reducing cost and/or time to solve problem in projects & reducing rework and save time of solving repeated problems.

C. CHI Square

S.NO	VARIABLES	CHISQUARE VALUE	DF	N	SIGNIFICANCE VALUE
1	Qualification and used the intranet to share and transfer knowledge	2.876	2	150	5.991
2	Experience and used the intranet to share and transfer knowledge	2.876	6	150	5.991
3	Age and collaborating and team work among employees	9.124	4	150	9.488
4	Qualification and with collaborating and team work with employees	0.0037	1	150	3.841

Primary data

- 1) *Interpretation:* From the above table that is interpreted there is no significant difference between qualification and using the intranet to share/transfer knowledge. There is no significant difference between qualifications and using the intranet to share/transfer there is a significant difference between age and encouraging collaboration & teamwork among employees. There is no significant difference between qualification and encouraging collaboration & teamwork among employees.

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D. Findings

- 1) 54% of respondents are opinioned moderately describing is implemented. 51% of respondents are opinioned Important.
- 2) 55% of respondents are opinioned moderately describing is implemented. 47% of respondents are opinioned Important.
- 3) 58% of respondents are opinioned moderately describing is implemented. 50% of respondents are opinioned Important.
- 4) 57% of respondents are opinioned moderately describing is implemented. 37% of respondents are opinioned Important.
- 5) 50% of respondents are opinioned moderately describing is implemented. 41% of respondents are opinioned Important.
- 6) 63% of respondents are opinioned moderately describing is implemented. 49.3% of respondents are opinioned Important.
- 7) 55% of respondents are opinioned moderately describing is implemented. 54% of respondents are opinioned Important.
- 8) 48% of respondents are opinioned moderately describing is implemented. 53% of respondents are opinioned Important.
- 9) 61% of respondents are opinioned moderately describing is implemented. 51% of respondents are opinioned Important.
- 10) 55% of respondents are opinioned extremely describing is implemented. 43% of respondents are opinioned Important.
- 11) 51% of respondents are opinioned moderately describing is implemented. 44% of respondents are opinioned Important.
- 12) 57% of respondents are opinioned moderately describing is implemented. 47% of respondents are opinioned Important.
- 13) 44% of respondents are opinioned extremely describing is implemented. 44% of respondents are opinioned Important.
- 14) 59.3% of respondents are opinioned moderately describing is implemented. 44% of respondents are opinioned Important.
- 15) 47.3% of respondents are opinioned moderately describing is implemented. 40% of respondents are opinioned Important.

VI. SUGGESTIONS

- A. The organization to provide the intranet to share and transfer of employee knowledge.
- B. The Organization to motivate & encourage employees teamwork, knowledge sharing.
- C. The organization should involve the employee problem solving and decision making process.
- D. The organization to maintain and built the employee skills & knowledge.
- E. The organization adopts and provides sufficient finance for implementing new technology to improve the knowledge of an employee.
- F. To implement the knowledge creation at the selection process, training, performance appraisal process.
- G. Organization management improves culture, knowledge creation, leaders support.
- H. Top management should encourage the employees to create innovative products / services with optimum use of resources.

VII. CONCLUSION

Top management should support for implementing knowledge management in the organization. Most of the employees felt knowledge management is not necessary for the organization, as well as this concept very suitable for software, technological oriented companies. 36% of the respondents said not interested, 34.6% of the respondents said not needed and 29% of the respondents said top management does not support to practice knowledge management in the company. So organization to identify the practical possibilities in the organization and implement in future.

The knowledge of an employee is recognized by the organization. They encourage the employees to develop their knowledge. The management knows the essentials of employee's Knowledge. They utilize the skills & knowledge of an employee. The organization is maintaining healthy relationship between the employees and management. They encourage team spirit to work coordinately. They provide more freedom to do the work effectively. They improve the communicational level among the employees. The employee's feels good to work in the organization.

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