



Role of Librarians in Knowledge Management

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Abstract -

This paper deals with the concepts, process, definitions, objective, component, and futures, key Elements, Purposes of Knowledge Management, Knowledge Management and Librarians etc.

Key Word – Role, Knowledge Management, Knowledge management and librarians.

Introduction -

Knowledge Management is the hottest topic of the day. Knowledge management is concurrent with the developing organization in such a manner as to derive knowledge from information. Doing this requires people, process and technology.

Objectives of the Study:

Following are the objectives of the study:

- 1) To understand the concept of libraries in knowledge management.
- 2) To study the role of libraries in knowledge management.

Concept of knowledge Management –

Knowledge Management is taking advantage of that we know. Knowledge Management involves the identification and analysis of available and required knowledge and the subsequent planning and control of actions to develop knowledge assets so as to fulfill organizational objectives. Knowledge Management is about enhancing the use of organizational knowledge through sound practices of knowledge Management.

Process of knowledge Management -

According to Davenport, knowledge Management process is as below:

- 1) **Knowledge Acquisition** - Finding, Existing knowledge, Understanding requirements, searching among multiple sources.
- 2) **Knowledge Creation** -Research activities, creative processes in advertising, writing book & or articles, making movies and so on.
- 3) **Packaging** - Publishing, editing, and design work.



4) **Reuse of knowledge for new purpose** - Leveraging Knowledge in product development processes, software development.

5) **Applying or using existing knowledge** – Auditing, medical diagnosis etc,

Definitions – According to Batt, “Knowledge Management is a process of knowledge creation, validation, Presentation, distribution and applications.”

According to Wikipedia, Knowledge Management refers ‘to a range of practices used by organizations to identify, create, represent and distribute knowledge for reuse, awareness and Learning across the organizations.’

Objective Of knowledge Management –

The broad objectives of knowledge Management are as follows :

- To leverage internal and external expertise to build and apply industry leading skill.
- To develop and exploit intangible assets including brands, technology and know – how. The Primary Objective of Knowledge Management is to provide right knowledge at the right time organizations.’

Components of Knowledge Management –

Knowledge Management Basically involves the following components.

1. People Create share and use knowledge.
2. Processes acquire, create, and organize, share and transfer knowledge.
3. Technology the enabler and facilitator to store and provide access to knowledge Management.

Features of knowledge Management –

- Knowledge Management should be thought of al about people only but of technology also and therefore human resources department and the technology department should knowledge management together.
- Knowledge Management is to implement the concept of sharing information and expertise by which employees not only share their knowledge but also make it available to the came organization.
- Knowledge Management is the subject that accepts intellectual capital as the main Management assets.
- Knowledge Management provides an environment and opportunities of Learning while doing.

Requisites for knowledge Management –

1. Build a strong data structure.
2. Change in the organizational structure.



3. Create skilled workforce.
4. Tools and techniques.
5. Develop new atmospheres.
6. Bridge the gap between practice and preaching.
7. Top Management support.
8. Assessment of knowledge requirement for new jobs.
9. Average Seminars / workshops at regular intervals.
10. Good Communications and information sharing.
11. Better Human Resource Management policies for proper identification and reward of knowledge workers.

Key Elements of Knowledge Management requires-

- High - Level Commitment to Change.
- Human resource of organization.
- To and fro communication in the hierarchical structure of Management.
- Understanding among the staff.
- Keeping track of the process of workflow in the organization.

The Knowledge Management system should be able to provide information relevant to the ongoing projects at the right time and in the right context.

Purposes of knowledge Management -

It is to gain significant returns out of the data and information we produce and the way in which we produce it.

Along with collection of new materials, selection for inclusion in database, inputting data, indexing, searching and retrieval and delivering the output to the end user.

Knowledge Management and Librarians –

The following are some skill and competencies requires for a Librarian for knowledge management in Libraries.

- 1) Having the knowledge and skill to manage large collection of knowledge resources of various type include their electronic version.
- 2) Sharing and exchange of information by understating the user need.
- 3) Organizing and codifying information sources and making these accessible to others.
- 4) Ability to designing and implementing information system.



- 5) Knowledge of information and communication Technologies and their application in Libraries.
- 6) Processing, analyzing and storing the document for easy retrieval.
- 7) Extend interaction and collaboration and ability to effectively teach and user, individual and groups.
- 8) Being active and open to the changing environments.
- 9) Being a strong promoter of diversity in the workplace.
- 10) Analyzing total library activities or system thinking.
- 11) Ability to establishing trusting and respectful relationship with customer and staff.
- 12) Efficiently and effectively communications with the colleagues and customers.
- 13) Awareness of all possible sources where one can have access to information.

Librarian Should also be aware of :

- 1) Legal and Ethical Issues.
- 2) Confidentiality, encryption, security.
- 3) Hacking Virus.
- 4) Intellectual Property Rights issue, copyright, cyber Laws etc.

CONCLUSION –

The Library and information professional should learn a lesson from the business world. Knowledge Management is very much important for the libraries as that of the business firms except the proprietary and money making concerns. It is to be remembered that Librarians are the only sect of people having long and rich experience in managing information. Many such knowledge skills in the library and information sector can be applied to knowledge Management effectively; librarians with vast Professional knowledge and experience should lead the knowledge Management movement. In this Endeavour information Technology and related system are a great support and we should take benefit out of it. Librarians and information Managers should work in close association with information professionals and others to develop a fine knowledge Management system for betterment.



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