
ESSENCE OF KNOWLEDGE MANAGEMENT IN LIBRARIES IN MODERN ERA

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Abstract

Knowledge management is the powerful tool for any organizational competitiveness. Knowledge is the heart of the organization. KM enhances productivity, effectiveness and efficiency in the aspect of operations and services. Knowledge is explicit and implicit in nature. This paper deals with knowledge explosion or generation, process and management for effective use of knowledge to end –users. With the introduction of ICT, knowledge has become more dynamic which instantly changes its direction and dimensions. As Library is the heart of any organization, with the introduction of ICT and Digital library concepts, libraries have moved from depository or warehouse to Knowledge centers, which preserve, classify and disseminate knowledge from creator to knowledge seeking community irrespective of location and distance.

Keywords : Knowledge Management, Digital Library.

1. INTRODUCTION

Knowledge management is the systematic process of creating, maintaining and nurturing an organization to optimize the use of judgment in the attainment of mission and goals. Knowledge management provides an opportunity for achieving sustainable saving, signified improvement in human performance, and enhanced competitiveness, knowledge management is multidisciplinary by nature and integrates concepts used in strategic management, organization theory and information systems management., Knowledge management stresses a formalized, integrated approach to managing an enterprise's intangible information assets. Major enablers of KM include organizational mechanisms, information technologies and software for libraries.

2. DEFINITION OF KM

Knowledge management is the management of knowledge resources and embodied knowledge. Knowledge is the totality of all existing information that is known, every piece of information that is recorded in logical and systematic manner creates knowledge.

“Knowledge is organized information available to problem solving.”

Webster’s New World Dictionary.

Beckman T, defines (2) “Knowledge is reasoning about information and data to actively enable performance, problem solving, decision making, learning and teaching.”

According to Petrash (2) “Knowledge Management is getting the right knowledge, to the right people, at the right time,” This is seems to be similar to Five Laws of Library Science formulated by S.R. Raganathan.

KM is a step-by-step process by which the piece of data may be converted into information and the information may be converted into a knowledge location.

Knowledge Management is a discipline developing on the interstices of library and information science, economic, organizational psychology and computer science.

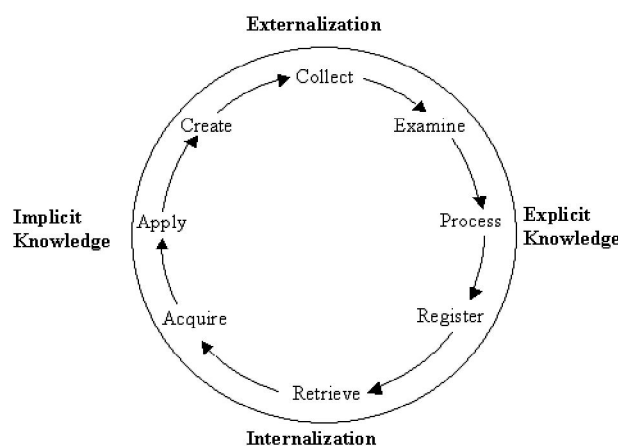
Knowledge management is expensive; Effective management of knowledge required hybrid solution of people and technology. Knowledge management is dynamic. It is highly political it requires knowledge managers. Knowledge, management is explosive, KM. is never ends. Therefore, KM is an extension of Information Management. The function of information management is collection and the function of KM is creation.

3. KNOWLEDGE MANAGEMENT GENERATION, CIRCULATION AND MANAGEMENT

From the primitive days of human civilization to the present day, information/knowledge has always been a component growth and improvement in living standards, In modern societies of today, however, information is closely interlocked with growth of economic, political, social, occupational, cultural and other sectors.

Knowledge can be divided into two types: explicit and implicit. Explicit knowledge include printed materials, like books and periodicals, audio-visual materials, like CDS, Films and Videos and electronic formats like data software, websites etc. Implicit (or tacit) knowledge is invisible and often confined to mind of a person. It is hard to codify and therefore, difficult to communicate to others. The externalization of implicit knowledge is the transformation of knowledge from the implicit to the explicit knowledge. It can be eternalize only by the owner of the knowledge. The explicit knowledge in the main source to from new implicit knowledge after combining with research, information, content and experiences, this is internalization of external knowledge. The explicit and implicit knowledge accomplishing the knowledge circulation systems.

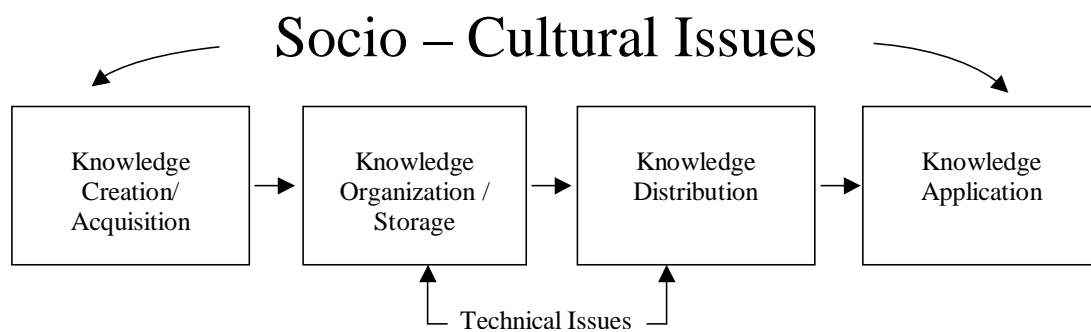
Fig 1: Knowledge Circulation (3)



The knowledge map begins the process of developing taxonomy, or method of classifying and cataloguing information, Knowledge management is comprehensive activity that manages information and knowledge under the environment that supports knowledge creation, acquisition, organization storage and

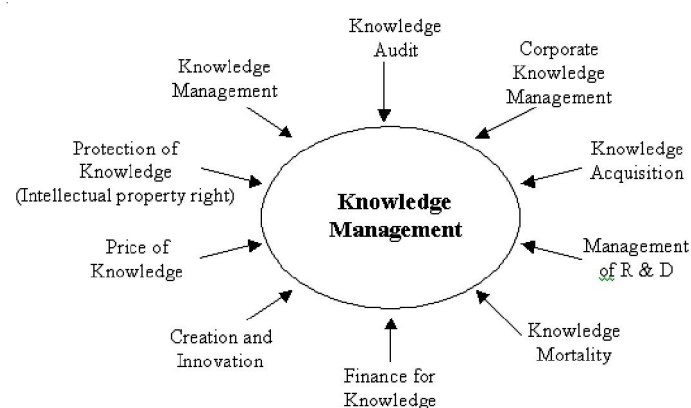
distribution and utilization accompanying information and communication technology (ICT). The four processes that comprise the knowledge management loop in Fig 2. This include how knowledge is created by individuals, how it is organized for storage, how it is distributed and accessed and how it is transferred or lodged in new brains and utilized to solve problems and make decisions.

Fig 2 : Knowledge Management Process (3)



KM is not only stressed the handling of the individual entities, but also equally important is the integration between the various entities. From the Fig 3.it can be cleared that KM has becomes universal and not representative of only an organization. It entities the knowledge audit, corporate knowledge management, knowledge acquisition management of R&D, knowledge mortality finance for knowledge creation and innovation, price of knowledge, protection of knowledge (intellectual property right), knowledge management etc.

Fig 3 : Knowledge Management : An Universal Representation (4)



Typical knowledge sources incorporates Email, databases, spread sheets, presentations, Client information, Voice-mail, data models, memos, documents specifications, drawings, references, ledgers, lists, data sheets publications and process plan.

4. INFRASTRUCTURE OF KM

With the introduction of K.M. in libraries many libraries incorporated ICT with Internet and intranet facilities for rapid information access. The infrastructure require for effective KM are:

- i. IT enabled environment means organization should incorporate IT assets, which include various software, hardware, databases, networks etc.
- (ii) Management has to impart IT assessment to examine where technologies and organizational process are currently being used as enablers to knowledge processing. Specifically, one needs to address tools that exist to create, share, integrate and utilized knowledge. A broad range of technologies can be used for knowledge processing, knowledge production and integration. Examples include content management/document management, collaborative tools, business intelligence, databases and repositories, knowledge directories/categorization, portals, expert search and data mining.
- (iii) Trained Human Resource or technical skill to be enhanced by training and retraining.
- (iv) Initiative from the management for incurring expenditure for adoption and implementation new technology. It is important to survey the infrastructure to identify what technical capabilities organizations require. Capabilities might include the following: operating system, databases, protocols, browsers, other KM software and standards. In addition to current infrastructure, it is important to consider the projected infrastructure to ensure that the new software has the capability to interface with planned additions.

5. THE ROLE OF LIBRARIANS IN KM FOR THE DIGITAL LIBRARIES

Libraries represent a major storehouse of human knowledge. Librarian acts as the knowledge manager who disseminates information and knowledge in optimum quality and quantities to any information – seeking community.

The role of libraries and information centers in the modern technology links between the producers and users of information, between institution, Communities and even between countries. Recent development in telecommunications, computer networks and electronic media are changing the way of libraries to serve the users through resource shearing networks and disseminate information /knowledge to a wide range irrespective of distances and location.

The digital revolution has altered the way societies function at the global, local and personal level. In this revolution, we have seen certain changes in information field, especially in relation to collection, storing, processing and transmitting of information. These changes have resulted into the evolution of libraries into digital libraries.

The digital libraries may be defined as the new way of carrying out the functions of libraries encompassing new types of information resources, new approaches to acquisition (especially with move towards accessing to different library collections and their sharing), new methods of storage and preservation, new approaches to classification and cataloguing, intensive use of electronic systems and networks and dramatic shifts in intellectual, organizational and electronic practices. It is also known as a computerized information systems and services.

The era of digital libraries perhaps began with emergence of electronic journals. They are now becoming very popular, especially because of the fast emerging networks. The networks help us to access such electronic journals from different servers. Electronic journals are easy to distribute, less expensive and easy to search. It occupies less space, possibility of instant access, availability of the information in the multimedia environment.

In this direction, the Central Library IIT Bombay organized first consortium meeting in the year 1998 and the head of all IIT Libraries signed a MOU. In the year 2000 IIT Delhi organized a seminar entitled 'National Seminar on Knowledge Networking in Engineering and Technology Education and Research' under the Ministry of Human Research and Development (MHRD). Based on the recommendations made by the participants in the seminar, the MHRD has set-up a "Consortia based subscription to Electronic Resources for Technical Education System in India." The consortium is named as the "Indian National Digital Library in Science and Technology (INDEST) consortium."

6. CONCLUSION

Knowledge is ever-growing right from the invention of human civilization. Knowledge content processes and contexts all need to be carefully managed to preserve for creation of value added knowledge and disseminate.

KM is to be integrated with strategic management of the organization for building competitiveness. With the eve of ICT, it has become ever dynamic in nature, which has to be managed effectively for storing and service.

Library acts as the major storehouse of human knowledge. With the implementation of modern technology with computers telecommunication and net working. Librarian act as the Knowledge Manager who classifies, preserve and disseminate knowledge from creator to knowledge seeking community irrespective of location and distance.

Since the quality service is the motto of the present Librarians, hence providing value added knowledge is the key factor of the Librarians for building competitiveness in the modern era.

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