KNOWLEDGE MANAGEMENT PRACTICES ON FACULTIES OF SELF-FINANCING ENGINEERING COLLEGES

Dr.R.Gopinath

Visiting Faculty, Bharathidasan School of Management, Bharathidasan University, Tiruchirappalli.

Abstract:

Knowledge management has become an area of research, since it was considered that the conservation and conservation of several branches of knowledge becomes the need of these days. Knowledge management produces several benefits in the management of strategies in business and academic areas. For this study, faculties working in engineering colleges chosen as sample in Trichy district. Totally 1500 faculties working in 34 engineering colleges belongs to Trichy district. 15% of faculties chosen up for the study by Proportionate random sampling technique. Multiple correlation was used in this study. based on the findings, Knowledge acquisition and knowledge storage & representation are highly associated with knowledge management practices of self-financing engineering faculties. The researcher concluded that higher education needs the knowledge management practices. Especially self-financing engineering colleges, when they practices the knowledge management automatically they support their faculties based on 720 degree performance appraisal. When the faculties perceived the organisational support, commitment in their job is in high level.

Key words: Knowledge Management, Knowledge Acquisition, Engineering Faculties

Introduction:

Knowledge is a familiarity, knowledge or understanding of someone or something, such as facts, information, descriptions or skills, that is acquired through experience or education through perception, discovery or learning. Knowledge is the human entity; It is intended for development, retention, dissemination, translation, transliteration and for a greater proliferation of it. The paths of the door of knowledge are the five senses; With these inputs from the sensory organs, the senses are well understood and kept in the mind of an individual. Knowledge is a self-generated energy and it develops well and reproduces in the human mind towards a new branch of knowledge. Once it was considered that knowledge was the exclusive property of Philosophy discipline; as knowledge was treated and treated by human beings as a whole, it bifurcated repeatedly and knowledge received special recognition as Specialized Knowledge. Knowledge management is a discipline that

promotes an integrated approach to identify, capture, evaluate, recover and share all the information assets of a company. These assets may include databases, documents, policies, procedures and experience and experience not previously captured in individual workers. Knowledge management has become an area of research, since it was considered that the conservation and conservation of several branches of knowledge becomes the need of these days. Knowledge management produces several benefits in the management of strategies in business and academic areas. Dykman, (1998) stated that knowledge management can not be encapsulated in a single definition, since it is a type of dynamic research. If knowledge is an asset of the human race, it must be conserved and preserved, since it is the sweat of our ancestors who fought to abandon their valuable efforts in the form of symbols and numbers. Knowledge Management includes activities such as capturing, retaining and reusing knowledge in some occasions when necessary and indispensable. All pieces of information together are transmitted effectively and efficiently.

Review of literature:

Kishokumar (2017) confirms that knowledge management factors significantly influence knowledge management practices. Therefore, the factors, the favorable transformation leadership, organizational culture and information technology can lead to better knowledge management practices and contribute to the success of the organization and achieve a win-win situation. Therefore, it can be concluded that organizations must strengthen their knowledge management factors to improve knowledge management practices.

Gautam, D.K. (2012) researched his document to identify the initiatives taken by the faculties of the University of Tribhuvan (TU) on knowledge management (KM) and suggest strategies for a quality education. It is believed that this research work contributes to academic and professional leaders knowing the real problems and challenges of academic institutions and help to apply the concept of KM to achieve quality educational objectives. However, the small size of the sample and the participation of junior teachers are the main limitations that still show spaces for future research.

C.Ramanigopal (2012) concludes that the true success of the implementation of knowledge management, if the support, development and training of new leaders in education were neglected until recently, so was the question of sustainability. It still is, but sustainability is essential for a university or an education system to be continually regenerated through the intelligent use of knowledge management. The management of knowledge about the application in higher education, which is a strategy to focus on CG, is a key to integrate knowledge and skills in the educational system in universities.

Manivannan and Kathiravan (2016) in their study aimed at knowing the relationship and impact of the knowledge management of bank employees in the city of Chennai. The research adopted the correlation and multiple regression analysis to infer the result of the study. It was found that there is a positive relationship and a significant influence on knowledge management and the impact on bank employees in the city of Chennai.

Statement of Problem:

In general, higher education is related to the acquisition of knowledge that is also recognized through a diploma or a degree awarded by self-funded schools under some affiliations with a recognized university in Tamil Nadu. Self-funded colleges that are initiated by some noble people or a group or an endowment or a charity that have autonomous power. These institutions are supported financially along with the fees charged to the students. Academically, these are linked to government rules and regulations as well.

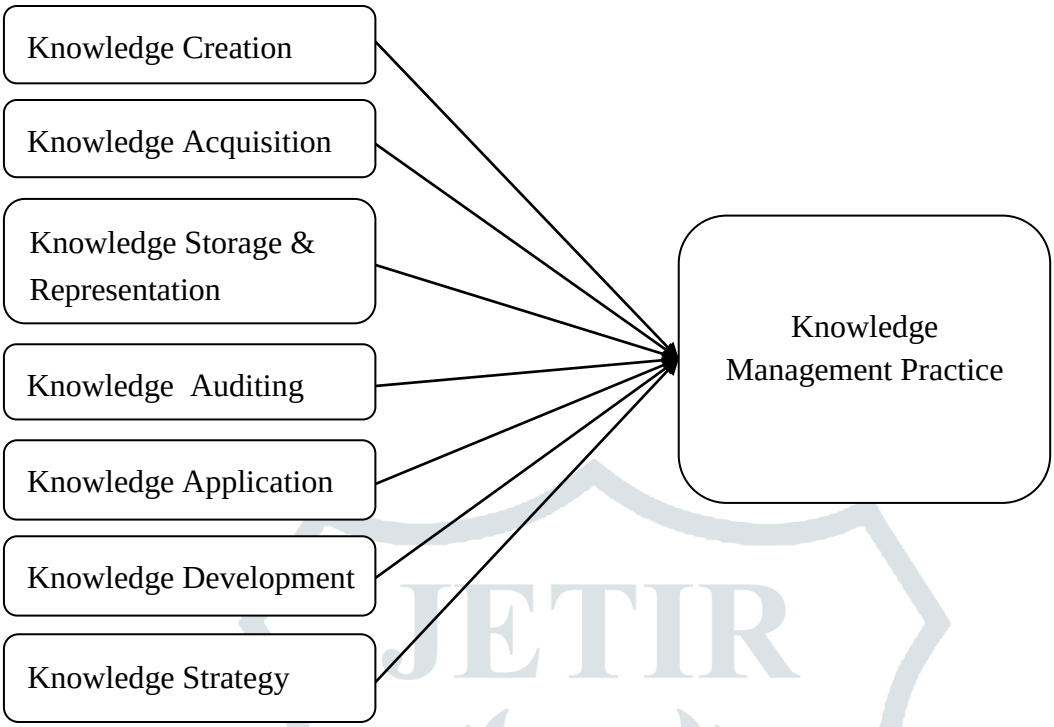
Objectives of the Study

- To know the knowledge management practices among engineering colleges in Trichy district.

Limitations of the study

- The study has been conducted only for the teaching faculties of self-financing engineering colleges in Trichy districts. So, the findings of the study cannot be generalized to all other districts.
- Time management of data collection is a difficult task, because faculties are very busy with their life styles, occupational busy.

Theoretical framework of the study



Methodology

Period of the study:

The study conducted three months from January to March 2019

Sample frame:

For this study, faculties working in engineering colleges chosen as sample in Trichy district. Totally 1500 faculties working in 34 engineering colleges belongs to Trichy district. 15% of faculties chosen up for the study by Proportionate random sampling technique.

Data collection method:

Primary data collected from the respondents through the administration of a structured questionnaire. This study was carried out through a survey method using questionnaires as the main instrument.

Statistical tools:

The primary data were collected, tabulated. A pilot study was conducted for questionnaire review and the analysis of items. The internal consistencies were calculated through the Cronbach alpha. The multiple correlation used in this study.

Hypothesis study

NH 1: There is no significant difference between knowledge management variables with knowledge management practices.

Findings

Table No. 1 Frequency distribution of faculties' personal profile

1	Age	Up to 30 years	50	22.2
		31 to 40 years	90	40
		41 to 50 years	60	26.7
		Above 50 years	25	11.1
2	Gender	Male	125	55.6
		Female	100	44.4
3	Disciplines	Humanities	100	44.4
		Engineering	125	55.6
3	Marital Status	Unmarried	80	35.6
		Married	95	42.2
		Divorce	30	13.3
		Widow	20	8.9
4	Education	Post Graduation	56	24.9
		M.Phil	48	21.3
		SET/NET	45	20
		PhD	76	33.8

Source: primary data

Table No 2. Correlation Analysis by rank

S.No.	Knowledge Management variables	R- value
1	Knowledge Acquisition	0.784**
2	Knowledge Storage & Representation	0.756**
3	Knowledge Strategy	0.672**
4	Knowledge Creation	0.589**
5	Knowledge Application	0.491**
6	Knowledge Auditing	0.436**
7	Knowledge Development	0.389**

Source: primary data ** Significant @ 1% level

Discussion of Findings:

From the findings of the study, table no. 1 show frequency distribution of faculties' personal profile. In that, 40% of faculties age belongs to 31 to 40 years. 55.6% of faculties are male. 55.6% of faculties belongs to engineering disciplines. 42.2% of faculties are married. 33.8% of faculties holding Ph.D degrees combined in humanities and engineering. Table no. 2 shows that correlation analysis. Based on the R-value the rank given to knowledge management variables how inter-correlated with knowledge management practices. From the result, knowledge Acquisition holding first position. Knowledge Storage & Representation in a second position. Knowledge strategy is in third position.

Conclusion:

Knowledge management variables namely as knowledge creation, knowledge acquisition, knowledge storage & representation, knowledge auditing, knowledge application, knowledge development and Knowledge Strategy. Knowledge acquisition and knowledge storage & representation are highly associated with knowledge management practices of self-financing engineering faculties. The researcher concluded that higher education needs the knowledge management practices. Especially self-financing engineering colleges, when they practices the knowledge management automatically they support their faculties based on 720 degree performance appraisal. When the faculties perceived the organisational support, commitment in their job is in high level.

Reference:

- B.Dykman. John - Managing Office Technology, May 1998 v43 n4,
- Gautam, D.K. (2012) 'Knowledge management initiatives by faculties of Tribhuvan University of Nepal', Int. J. Business Performance Management, Vol. 13, No. 2, pp.158–167
- Kishokumar (2017) "The Influence of Knowledge Management Factors on Knowledge Management Practices: Special Reference to the Licensed Commercial Banks in Trincomalee District." Asian Journal of Economics, Business and Accounting 5(4): 1-10, 2017; Article no. AJEBA.37879 ISSN: 2456-639X.
- Manivannan M and Kathiravan C (2016). A Study on Knowledge Management of Banking Sector in Chennai. Indian Journal of Applied Research, Volume: 6 | Issue: 9 | September 2016 | ISSN - 2249-555X, Page No 306-309.
- Ramanigopal.C (2012), Knowledge Management Strategies in Higher education, International Journal of Advanced Research in Management (IJARM), ISSN 0976 – 6324(Print), ISSN 0976 – 6332 (Online), Volume 3, Issue 1, January- June (2012), pp.20-29