

Librarians As Knowledge Managers

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ABSTRACT

This paper deals with the objectives, features, components, Resources, Key Elements, Process of knowledge Management etc.

Introduction

The term knowledge management was first applied in the profit – seeking enterprise to improve the operations to gain competitive advantage and make profits. Now, knowledge management can also be applied to non- profit making institutions such as government bodies and statutory bodies as well by exploring present and future roles in the transformation of individuals, communities, government and societies at Large.

It can also be used to LICs simultaneously for communicating knowledge between different levels of management and who are directly involve improving work processes as well as in service sectors. Knowledge management stimulates and manages an environment in which knowledge is created, shared and used for the benefit of the organization its, people and its customer or users. Knowledge management has gained significance with the advent and application of Information Technology. Knowledge management enables sharing of information by the people by over coming the limitations of geographical boundaries.

Knowledge Management -

In simple terms knowledge management means, management of knowledge. Knowledge management enables the creation, Communication and application of knowledge of all kinds to achieve goals. (Tiwana, 2000) Knowledge management in general tries to organize and make available important know how, wherever and whenever its's needed. This include processes, procedures, patents, reference work,

formulas, best practices, forecasts and fixes, technologically, intranets, groupware, data warehouses, networks, bulletin boards, video conferencing are key tools for storing and distributing this intelligence (Maglitta, 1996)

Objectives of Knowledge Management.

The broad objectives of knowledge management are :

- To leverage internal and external expertise to build and apply industry leading skills.
- 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 to the right person. This would enable individuals to make appropriate informed choice, based on relevant information pieced together through intelligent systems.

Features of Knowledge Management.

The following are the important features of knowledge management :

- 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 entire organization.
- The knowledge management is to change the culture from “Knowledge is power” to “knowledge sharing is power”
- 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.

Components of Knowledge Management.

Knowledge management basically involves the following three components ;

1. People management recognition of skills of people.
2. Process management links into the identification and deployment of practice may be associated with Business process Reengineering.
3. Information management.

Knowledge Resources.

Organizations have numerous kinds of knowledge resources. The intellectual and knowledge based assets fall into one of two categories : explicit or tacit. Explicit knowledge is that what we can express to others. It is formal and systematic. For this it can be easily communicated and shared, in product specifications or a computer program.

Key Elements of Knowledge Management

Implementation of knowledge management requires :

1. High level commitment to change.
2. Human Resource of organization.
3. Understanding among the staff.
4. 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.

Process of Knowledge Management –

Davenport explains that knowledge management is about acquisition, creation, packaging and application or reuse of knowledge, some examples of each of these types of knowledge management process are :

1. Knowledge Acquisition :
2. Finding existing knowledge understanding requirements, searching among multiple sources.
3. Knowledge creation :
Research Activities, creative processes in advertising ,writing books or articles, making movies and so on.
4. Packaging : Publishing , editing, design work.
5. Applying or using existing knowledge :
Auditing, medical Diagnosis
6. Reuse of knowledge for new purpose :
Leveraging knowledge product development processes, software development.

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Librarians As Knowledge Managers :

Tools of knowledge management consists 70% of services and 30% of Technologies. Librarians provide these 70% services. This indicates the role of librarians as knowledge manager . Where their functions are :

1. Sharing of information and understanding of user needs.
2. Providing services to the user community.
3. Analyzing documents, classifying and sorting them for easy retrieval.
4. Building the index etc.

Conclusion :

Knowledge Management is not managing or organizing books or journals, searching the internet for clients or arranging the circulation of materials. However each of the activities can in some way be part of the knowledge activities can management spectrum and process.

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1. Introduction to the subject of Indian Block Water. The subject deals with the various aspects of water supply and distribution in urban areas. It covers the planning, design, and construction of water supply systems, including the selection of appropriate technologies and materials. The subject also discusses the economic and social aspects of water supply, such as the impact of water scarcity and the role of water in the development of a nation.

2. Planning and Design of Water Supply Systems. This section discusses the various factors that influence the planning and design of water supply systems, such as population growth, urbanization, and the availability of water resources. It also covers the selection of appropriate technologies and materials for the various components of the system, such as pipes, valves, and tanks.

3. Construction and Maintenance of Water Supply Systems. This section discusses the various aspects of the construction and maintenance of water supply systems, including the selection of appropriate construction methods and materials, and the importance of regular maintenance and repair work.

Conclusion

The subject of Indian Block Water is a multidisciplinary one, involving the fields of engineering, planning, and social sciences. It is a subject that is constantly evolving, as new technologies and materials are developed and new challenges arise. The subject is of great importance to the development of a nation, as it is the foundation of a healthy and productive society.

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