

Perception of Faculty Members Towards Knowledge Management Practices at Engineering Colleges in Namakkal District



MANAGEMENT

KEYWORDS : organizational knowledge, information management, organizational learning, engineering education

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ABSTRACT

Knowledge Management is a five step process of acquiring, organising, sharing, accessing and applying the organizational knowledge which is involved in enhancing organizational knowledge through sound practices of information management and organizational learning with advanced information and communication technologies. With a revolution in the engineering education, there exists a competitive growth of engineering colleges. To gain competitive advantage the institutions have to adopt better knowledge management practices which promote the quality in education. The study aims at analysing the perception of faculty members towards the knowledge management practices based on their demographic profiles which is considered as an essential factor for better knowledge management in the institutions.

Introduction

Knowledge Management and sharing of Knowledge has been emerged as one of the most important area in management practices and established as a basic resource for organizations and economies. As more and more information and knowledge is created and shared, the world is slowly becoming more knowledge-oriented. This is owing to the rapid development of information systems and technologies which facilitates organisations to administer their knowledge assets more effectively. The organisations of late, have realized that the intellectual capital or the corporate knowledge is a valuable asset which can be managed as well as shared effectively to improve the management practices. Besides, it also enables organisations to gain competitive advantage. Thus, information and knowledge is critical not only for competitive existence but also for the sustainability of the organisations.

Faculty members constitute one of the major factors of educational institutions and universities, because they play a crucial role in knowledge creation. Knowledge sharing and collaboration among faculty members have a significant impact on performance of universities in several areas, including increase of scientific productivity. Therefore, identifying the perception of the faculty members seems to be necessary. The present study attempts to examine the perception of faculty members toward knowledge management practices in engineering colleges.

Objective of the study

The main objective of the study is to analyse the perception of faculty members towards knowledge management practices prevailing in the engineering institutions in Namakkal district. An attempt is also made to analyse the influence of demographic factors on the perception of faculty members toward knowledge management practices.

Limitations of the study

This study is confined to faculty members working in engineering colleges in Namakkal district. The study does not focus on the other higher educational institutions and also doesn't take into account the students or management of engineering colleges. Department wise grouping and analysis were not carried out because the focus of the study was faculty members in general.

Research methodology

The perception of faculty members towards knowledge management practices was studied by collecting data from the faculty members working at engineering colleges in Namakkal district.

The population for the study is 6550. Multistage random sampling method was adopted to draw out the sample from the population. 10% of the population was taken for the study. Finally data collected from 620 samples (deducting the invalid and non respondents) were analysed using chi square analysis to depict the results.

Results and discussions

In order to study the association between perception of faculty members and their demographic profiles chi square analysis was performed and the results are presented in the below table no.1.

H0 :There is no significant association between perception of faculty members on knowledge management practice and their demographic profiles

H1 :There is a significant association between perception of faculty members on knowledge management practice and their demographic profiles.

Table 1: Association between perception of faculty members based on their demographic profiles

Profile Category	SD	D	N	A	SA	Value	df	P	
Age	20-30 Years	2	5	17	184	178	15.747	12	0.203
	31-40 Years	1	9	16	78	96			
	41-50 Years	0	1	0	12	16			
	>51 Years	0	0	0	1	4			
Gender	Male	2	10	22	171	169	2.245	4	0.691
	Female	1	5	11	104	125			
Marital Status	Married	3	11	25	187	192	3.373	4	0.497
	Unmarried	0	4	8	88	102			
Educational Qualification	PG	2	9	23	213	219	23.279	8	0.003*
	M.Phil	1	1	9	45	59			
Residing Area	Rural	3	11	22	185	183	4.533	8	0.806
	Semiurban	0	2	7	51	69			
	Urban	0	2	4	39	42			

Department	Science & Humanities	1	3	10	59	85	15.210	12	0.230
	Circuit Branches	0	9	11	107	89			
	Non_Circuit Branches	2	2	8	71	73			
	Management Studies	0	1	4	38	47			
Job Designation	Assistant Professor	3	9	30	240	255	21.598	8	0.006*
	Associate professor	0	6	1	24	23			
	Professor	0	0	2	11	16			
Work Experience	< 5 Years	2	4	12	163	168	22.285	12	0.034*
	5-10 Years	1	6	16	79	82			
	10-15 Years	0	5	4	27	29			
	>15 Years	0	0	1	6	15			
Monthly Salary	<Rs. 10000	0	0	0	15	14	13.563	12	0.329
	Rs. 10001 - Rs. 20000	2	2	15	120	132			
	Rs. 20001 - Rs. 30000	1	9	16	115	122			
	>Rs. 30000	0	4	2	25	26			

*significant @ 5% level of significance.

SD – Strongly Disagree; D – Disagree; N – Neutral; SA – Strongly Agree; A - Agree

From the above table 1, it is inferred that the low value of chi square for the factors Educational Qualification, Job Designation and Work Experience regarding the perception of faculty members towards knowledge management practices adopted in their institutions revealed that there is no scope to accept the null hypothesis. So it is concluded that there is a strong association between the Educational Qualification, Job Designation, Work Experience and the perception of faculty members towards knowledge management practices. On the other hand, the high value of chi-square for the factors Age, Gender, Marital Status, Residing Area, Department and Monthly salary described that there is no scope to reject the null hypothesis, and it is concluded that there is no significant association between these factors Age, Gender, Marital Status, Residing Area, Department and Monthly salary and perception of faculty members on knowledge management practices.

Further it is inferred from the table that majority of the respondents have given Agree and Strongly Agree for the factors connected with perception of faculty members regarding the knowledge management practices adopted in their institutions.

Conclusion

Higher educational institutions play a significant role in developing the responsible citizens for this society. It acts as a center of knowledge creating, delivering, and learning for society. In particular the engineering institutions are working towards developing the responsible citizens for our nation. Discussions and sharing of information is very common among the faculty members, students and scholars now days. The process of knowledge management in institutions plays a significant role in improving the performance of the faculty members. The performance of the faculty members depends on their perception.

In the present study the researcher has made an attempt to examine the perception of faculty towards knowledge management practices. The study result revealed that majority of the faculty members have given a positive response towards the factors connected with perception of faculty members regarding the knowledge management practices adopted in their institutions. It is also found from the study that the perception of

faculty members towards knowledge management practices is highly determined by the demographic factors like educational qualification, job designation and work experience.

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