Knowledge Management Through Effective Human Resource Management

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ABSTRACT:
Knowledge Management (KM) activities help in improving the performance of processes and human resources of organizations. Organizations should update their knowledge to improve their capacity of innovation. With the help of organizational learning an organization can retain some important knowledge management practices. Today the business environment is characterized by four Cs, namely – communication. Change, Challenges and competition.

We live in worlds that change by the minute. Change often moves organizations and advances people's intellect. For change to be effective, organizations as well as people must change. The key to change & growth is awareness, sharing ideas and coming up with new and innovative ways of staying ahead of the competition. It involves learning innovating and adopting behavior designed to improve quality and performance.

In this tough & challenging competitive environment, it is very essential not only to survive but also to emerge as winners - the only key to stay in competition in the long run. To serve this purpose the strongest assets available to organizations are its human resources, who are the source of ample amount of information and knowledge. The challenge today is effective utilization of this knowledge to gain competitive advantage, and hence the importance of knowledge management via effective talent management.

Keywords: knowledge management, HR Architect, Employee Development, Knowledge Management Cycle.

INTRODUCTION:
Knowledge management (KM) is a newly emerging interdisciplinary business model that has knowledge within the Framework of an organization as its focus. It is rooted in many disciplines, including business, economics, and psychology and information management. It is the ultimate competitive advantage for today's firm. Knowledge management involves people technology and processes in overlapping parts.

Figure 1.1: Overlapping Human, Organizational and Technological Factors of KM
As can be deduced from the select definitions in Table 1.1 researchers as well as practitioner have yet to agree on a definition. However, each definition of KM contains several integral parts.

- Using accessible knowledge from outside sources
- Embedding & storing knowledge in business processes, products, and services.
- Representing knowledge in databases and documents.
- Promoting knowledge growth through the organization’s culture and incentives.
- Transferring and sharing knowledge throughout the organization.
- Assessing the value of knowledge assets and impact on a regular basis.

Knowledge Management may be defined as the process by which organizations generate values from their intellectual capital and knowledge-based assets.

Generates of Knowledge is a gradual transformation process, and is generated when data is transformed into information which in turn is converted into knowledge. Data is any unstructured material which when combined in information. Meaningful way is information. Information when put together generates knowledge.

Knowledge Management is a systematic and organized process of collection, processing, and distribution of information in a meaningful way, so that it is effectively utilized by all to enhance their as well as organizational productivity.

OBJECTIVE OF THE STUDY:
1. To know the present status of ‘knowledge management in human resource management.
2. To identify the roles of HR in knowledge management programs.
3. To identify the knowledge core of organization.
4. To suggest measures to enhance knowledge management in effective and efficient of HRM.

DISCUSSION:
HR Knowledge management HR can play one of three roles in KM programs
1. HR as primary champion of knowledge management setting the knowledge agenda & driving knowledge management initiatives forward.
2. HR as architect of knowledge management: Designing knowledge management processes and tools.
3. HR as key contributor to knowledge management: Using core HR processes and tools to support knowledge management.

HR organizations may naturally transition through one or more of these roles during the strategy development, implementation, and ongoing evolution of Knowledge management in the enterprise.

1. HR might take on the primary champion role by choice, because no other Group has initiated or gained for knowledge management or by assignment because senior leadership has deemed that FIR is the best starting point when an initial locus on skill or competencies is needed. In either case and as noted. Successful KM leadership must play a facilitation role bringing together key functional & technical parties to develop a knowledge agenda and approach.
2. HR as an Architect: The second role the HR can play is as architect for KM programs. While another function - business leadership. Example or the CIO - may have responsibility for the program. HR brings data and insight into learning processes. Change management and cultural enablers to institutionalize knowledge discovery and leverage, Here HR professionals are
actively involved in the design and set up of knowledge management programs, playing a key role in the leadership, Design and implementation teams.

3) HR as a contributor - The third the most frequently played role by HR in knowledge management program is that of a contributor. In this role, the HR function participates in key aspects of the KM programme, integrating knowledge management processes and incentives in to HR processes the two most important areas of focus for the contributor’s role are.

- Employee development
- Performance management

HR manager plays an important role in identifying knowledge core of organization: Some sources claim that 20% of organizations knowledgeable personnel can operate 80% of the organizations day - to - day business. The human resource manager can play an important role in identifying the knowledge core of the organization. Recommending ways to preserve this critical core and building a robust. Long range plan to ensure top - quality operation. Without such Preparation corporate talent could potentially erode through a brain drain that spells disaster for any business. At the same time, professional with expertise are naturally drawn to organizations that recognize and reward expertise especially

When that expertise directly contributes to the firm’s productivity. Such matches explain the stability and growth of many successful “learning” companies.

**KNOWLEDGE MANAGEMENT CYCLE**

![Knowledge Management Cycle Diagram](http://www.google.co.in/imgres?)
ENDNOTE:
Knowledge is the basis of all inventions, and human resources are the inventories of the same. It is the people who are the source of all data, information and inputs. They are the most valuable assets to any organization and country as each individual has something unique to contribute. They are the creators of knowledge. But the challenge is the effective utilization and management of the huge pool of knowledge and differentiating what is required from what is not required.

Extraction of knowledge from people requires tools and techniques to motivate them to extract their talent at best.

Also knowledge management requires the support of technology to enhance its effect and optimum utilization.

In a nutshell the source is ample and huge but the challenge is extracting the pearl from the ocean. It is very important to effectively manage talent which leads to successful knowledge management.

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