A Study on Knowledge Management among Teaching Faculties in Higher Secondary School (Chennai City)

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Abstract

The purpose the study is to find the techniques used in schools to develop the knowledge of teaching staff and the barriers faced by the teaching staffs in updating they knowledge. Convenient sampling technique is used in collection of data . This study contains both primary and secondary data .secondary data is collected by reviewing journals and websites where as primary data is collected by issuing questioner 60 questioner was issued and 40 responses were received the data was analysed with percentage analysis tool.   The study found out that lack of time and lack of information are major barriers in updating knowledge and workshops, webinar and training programs are various modes by which knowledge is updated in higher education.

keyword: knowledge management, higher secondary school,teachers,updation

Introduction

Knowledge is derived from the Greek word "GNOSIS." An organization's collective knowledge is organised, produced, used, and shared through knowledge management. Information must be kept in a location that is simple to find in order for knowledge management to be successful. It is a multidimensional method for utilising organisational knowledge assets to the best of one's ability in order to achieve educational goals including expanding competitive advantages, boosting performance, encouraging innovation, exchanging ideas, and continuously improving the organisation. Thus, knowledge management systems are a component of organisational learning, even if they place a greater emphasis on the strategic management of knowledge as a transferable educational resource. Knowledge management can be summed up simply as a set of procedures that facilitate better data and information sharing and usage in decision-making. Grants have recently been given to a number of educational institutions across the nation to implement knowledge management procedures. Universities and colleges house a wealth of knowledge. Not only are we referring to the wealth of knowledge and education that institutions impart to their students, but also to the enormous volumes of valuable information that are dispersed across databases, actual filing cabinets, and walled within multiple organisations and departments. Just consider the volume of information, which ranges from process papers and training materials to internal reports, market research, and project conclusions. Knowledge management in the higher education sector refers to the use of technological tools and solutions to facilitate the organisation, storage, and distribution of information across an institution. As long as the solution is cloud-based, everyone will be able to find what they need when they need it and have access to information at any time from anywhere. This makes everyone's work more efficient and prevents individuals from having to spend extra time looking for particular data and information assets.

Need of the Study

The need of study is to identify importance of knowledge management in schools and also to identify the comfort and barriers of the teachers which they face in the organization. This study will give an clear idea that how the teachers share there knowledge to the student and the problem which they face when they implement knowledge management.

Objectives of the Study

● To identify the technology used in higher education to update knowledge
● To facilitate smooth flow of knowledge in the school by promoting enhanced knowledge dissemination with the use of both internal and external learning processes and to identify the techniques used in institution to improve students knowledge
● To convert individual knowledge into structural asset.
● To identify the barriers in knowledge management in schools
● To make sure that right amount of knowledge is provided, which means that every person in the organization should have only that much knowledge which he/she is required to know.

Limitations of the Study

● The number of respondents is limited to 40
● The study is carried out for the period of two months only.
● The study cannot be generalized for a longer time as the value of knowledge increasing rapidly.
● The data has been collected from selected school in Chennai city.

Review of Literature

Colin Tin Si Xue (2017)

The purpose of this paper is to give an overview of knowledge management and its importance in the organization. The methods used to complete this paper are collecting data from publisher journals, conferences paper and books. The result shows that knowledge management is the main key for the organizations to stay competitive creates innovation and ideas that are unique from others

Samuel Montelro (2016)

The purpose of this paper is to process considering the relationship between the key knowledge processes of acquisition, sharing, storing, codification, creation, application and different types of innovation, through a systematic literature review. The review shows not only that all knowledge processes can directly support innovation but also that other organizational variables mediate this relationship.

John Dumay (2016)

The purpose of this paper is to review and critique the knowledge management within small and medium enterprises, offers an overview of the state of research and outline a future research agenda. The result shows that knowledge management within small and medium enterprises is a research are of growing importance and it is fragmented and dominated by unrelated research, with few comparative studies between countries.

Almashri (2015)

Conducted a study in schools of Makkah al-Mukarramaḥ, Saudi Arabia with an aim to examine the application of knowledge management processes and practices using analytical descriptive method. Data analysis was done with the help of and describe interrelationship between knowledge dimensions and their aspects (store, spread, innovation and application).

The results revealed that average knowledge management application was being practiced and the reasons for the same were: lack of appropriate technological interfaces, inefficient skill level and the way knowledge management was being practiced, senior management lack of vision for improving knowledge management and lack of training courses.

Sampling Technique

The sampling technique used for the purpose of data collection is convenience sampling method. A convenience sample is one of the main type of non probability Sampling methods. A convenience sample is made up of people who are easy to reach. It is a sampling method in which units are selected based on easy access/availability.

Sampling Size

The sampling size of the student is 40. The questionnaire contains of 15 questions.

Table 1 *What Technology Are Used In Higher Education For Updation Of Knowledge*

S. no	Responses For Technology Used	No. Of Respondents	Percentages Of Respondents
1	Computer Graduate	27	69.2
2	Electronic Text Book	5	12.8
3	Simulation Techniques	7	17.9

Inference

From the table 5.5 we can see that 69.2% respondents are preferred to choose Computer graduate 12.8% respondents prefers to Electronic text book and 17.9% respondents are preferred to choose Simulation techniques. thus the majority of the respondents for the study prefers computer graduate.

Table 2 *What Techniques Is Used In Institution For Improving Student Knowledge*

S. no	Responses for Improving Student Knowledge	No. Of Respondents	Percentage Of Respondents
1	Workshops	4	10
2	Webinar	1	2.5
3	Training Program	10	25
4	All the above	25	62.5

Inference

Table 5.6 reveals that 10% Respondents are preferred to choose Workshops 2.5% respondents are prefers to Webinar 25% respondents are prefers to Training program and 62.5% respondents are preferred to choose All the above. thus the majority of the respondents for the study prefers all the three techniques.

Table 3 *Hurdles Faced In Update Knowledge*

S. no	Responses	No. Of Respondents	Percentage Of Respondents
1	Lack Of Training	18	45
2	Lack Of Time To Learn	16	40
3	Unsuccessful Due To Technical Problem	6	15

Inference

Table 5.9 reveals that 45% of respondents preferred to choose Lack of training 40% of respondents prefers Lack of time to learn 15% respondents prefers to unsuccessful due to technical problem . Thus the majority of the respondents for the study says Lack of training.

Table 4 *What Are the Problem Related To Knowledge Retention*

S. no	Responses	No Of Respondents	Percentage Of Respondents
1	Lack Of Information	25	62.5
2	Information Over Loaded	12	30
3	Poor Sharing Of Knowledge In The Organization	3	7.5

Inference

From the table 5.11 we can see that 62.5% respondents Prefers Lack of information 30% respondents says Information overloading and 7.5% respondents says that problem related to knowledge retention occurs due to Poor sharing of knowledge in the organization. thus the majority of the respondents for the study are Lack of information.

Table.5 *Which One Is The Biggest Barrier In Knowledge Management In School*

S. no	Responses	No. Of Respondents	Percentages Of Respondents
1	Lack Of Times For The Teachers	18	45
2	Lack Of Rest	10	25
3	Not Willing To Share Knowledge	4	12.5
4	Lack Of Participation	7	17.5

Inference

From the table 5.12 we can see that 45% respondents says that there is a Lack of time for the teachers 25% respondents prefers Lack of rest 12.5% respondents says Not willing to share knowledge and 17.5% respondents preferred to choose Lack of participation. thus the majority of the respondents for the study says that the biggest barrier of knowledge management is lack of time for the teacher

Findings

Findings has been computed from the primary data collected from the respondent in the forms of questionnaire and inference have been drawn.

- Majority of the respondents says computer graduate technology is used in higher education.
- Majority of the respondents reveals that all the three techniques are used to improve the student knowledge.
- Majority of the respondents says that the understanding the concept of knowledge

management in schools is very important.

- Majority of of the respondents say that lack of time is the biggest barrier in updating knowledge
- Majority of the respondents say lack of information is problem related to knowledge retention.
- Majority of of the respondents says lack of training is the hurdle in knowledge management development
- Majority of the respondents agrees that the procedure of knowledge management is quite important relevant and latest.
- Majority of the respondents says data management technology is implements in there organization.

Conclusion

Based on the study knowledge management is the primary key to improve students knowledge. When knowledge management increase in the organization it improves the communication among the organization and it also result in the increase rate of innovation among the student. School is the beginning of education for every students when knowledge management is implemented in schools it results in the brighter future for the students. it is also use to develop the student career. And in this study the comfort and barriers of the teachers are highlighted because teacher are the main person how are molding every students and improves students knowledge.

Reference

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