

Knowledge Management in 21st Century Academic Libraries

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ABSTRACT

This paper gives the expertise management tools for twenty first century academic libraries. there's evidence that knowledge management control cuts throughout all spheres of human and organizational sports which include libraries and information. With knowledge management, academic librarians contribute to the development of employees' ability in expertise advent; it promotes and strengthens relationships and inter-networking among libraries, librarians, and users. KM creates enablement to mine and extract. The wealth of understanding in library personnel. Information technologies, statistics explosion, multiple codecs of statistics, converting customers' wishes and gear have assigned more modern roles and obligations to instructional librarians. it has transformed them from custodians of recorded human mind to knowledge navigators; they've migrated from librarians to cyberians, knowledge engineers, know-how gatekeepers, networkers and expertise agents. Those abilities and skills have to be gripped and imbibed by all knowledge employees or they'll turn out to be beside the point on this twenty first century.

Keywords: Knowledge management, KM Tools, Academic Libraries, Information Technologies, Information process.

Introduction

The concept and name "Knowledge Management" become began and popularized inside the commercial enterprise world over the past decade of the 20th century. It changed into the enterprise international that first recognizes the importance of understanding within the "international financial system" of the "understanding age". in the new information economy, the ownership of relevant and strategic knowledge and its unceasing renewal enables groups to benefit aggressive gain. The applications of knowledge management control have now spread to different agencies along with authorities groups, research and improvement departments, universities, and others.

Information is an steeply-priced commodity, which if managed nicely, is a primary asset to the current library. Knowledge management control is worried with the exploitation and the improvement of the expertise property of an agency in order to furthering the business enterprise's objectives. The knowledge to be controlled includes each express, documentary information and subjective information, which resides inside the minds of personnel. Knowledge management embraces all of the manner related to the identity, sharing and creation of statistics. expertise belongs to humanity and it is the torch, which illuminates the sector. If the knowledge is to be stored radiant, it should have an impact over society. In antique paradigm, "know-how was power" ought to pave manner for brand spanking new motto, "Sharing understanding is energy". The needs of schooling within the 21st century is

growing speedy and indicates the course of development towards advent of "social capital" and "wealth introduction" through understanding services.

What is Knowledge Management

Knowledge management is a journey that moves an organization (library) from their present knowledge-chaotic environment to a knowledge-centric system (Taylor, 1999). Literature has shown that many writers such as Ugwu & Ezema, 2010; Priti, 2009; Raja et al 2009; Mutula & Mooko 2008, Gupta et al 2007; Pantry & Griffiths, 2003; Shanhong. 2000; Duffy, 2000; Rowley, 1999; Balcombe, 1999; Chase, 1998; Broadbent, 1998; Davenport et al (2000); Skyrme, 1997 & 2000; and others, have written extensively on knowledge management yet all agreed that there is no universally accepted definition. For that, writers chose to define the concept the way it relates to their peculiar field of study.

Definition by think tankers on Knowledge Management

In words of Sir John Steely Browne, BP, Harvard Business Review, 1997

"Most activities or tasks are not one-time events. Whether it's drilling a well or conducting a transaction at a service station, we do the same things repeatedly. Our philosophy is fairly simple: every time we do something again, we should do it better than the last time "

In words of Ron Young, CEO/CKO, and Knowledge Associates International

"Knowledge Management is the discipline of enabling individuals, teams and entire organization to collectively and systematically create, share and apply knowledge to better achieve their objectives."

In library and records technological know-how career, it's far the insights, understandings, and sensible understanding that every librarian possesses. it's miles the essential resources that permit professional and para-expert librarian to feature intelligently. For that, the intellectual and information-based property of librarians had been categorized into principal categories particularly, tacit knowledge, and explicit knowledge. The tacit knowledge includes:

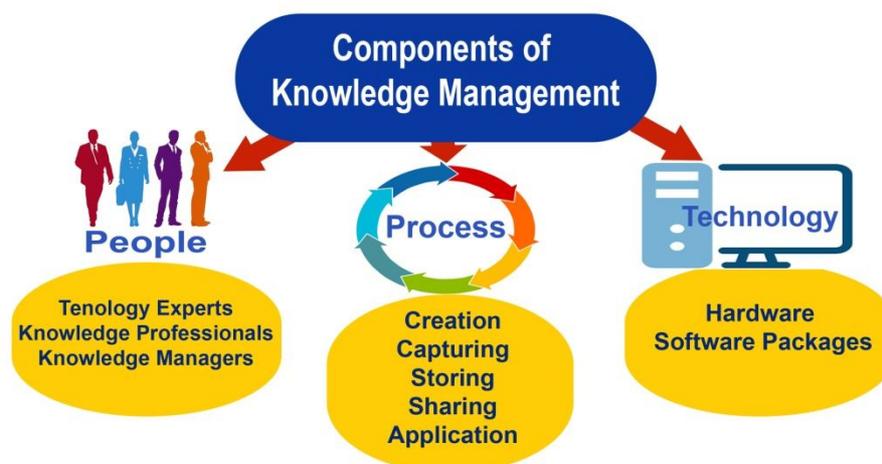
- The know-how contained in the heads of librarians and other people's heads;
- The knowledge each of us carry in our heads about how to do things, and the lessons learned through experience.
- It is the innovation and creativity, which is embedded in every normal human being that helps him or her in solving some daily and challenging problems.

When the tacit knowledge is expressed, codified and made public, it becomes explicit knowledge. Examples include knowledge shared during meetings, brainstorming sessions, workshops, conferences, seminars, etc. The knowledge is then recorded in the form of minutes of meetings and conference proceedings. The documents from such events represent the insights, experiences shared, codified and disseminated in an easily transferable form.

In librarianship, it's far the introduction, garage and collaborative sharing of employees' facts in the educational library surroundings. In sharing and collaboration, a library's effectiveness and efficiency, productiveness and profitability is greater. KM is consequently the process of taking pictures, organizing, and storing data and stories of people and corporations within an enterprise and making it available to others. it is used on this paper to refer to a procedure that focuses on five related library activities – shooting, classifying, exploiting, sharing, and making use of each the explicit and the implicit understanding for the gain of the library, librarians, the library customers, and the instructional community. KM in academic libraries may include:

- A process of collecting, organizing, classifying and disseminating information throughout a library, so as to make it purposeful to those who need it;
- Its aims are to capture the tacit and explicit knowledge that employees really have but are needed by the employer and the users in the library repository and filter the surplus out.
- It involves identification of categories of knowledge needed to support the overall library activities by combining indexing, searching, and technology to help libraries in organizing data stored in multiple sources and deliver only relevant information to users.

The exponential boom in human information in a spread of codecs has led libraries to develop their resources, get right of entry to and share strategies from print to electronic and digital sources. Due to price range shortfalls in libraries, confined technological get entry to, poor staffing and space, libraries must cautiously examine the desires in their users and are seeking for co-operative acquisitions plans to satisfy the wishes of users. In fact, the lion's proportion of the library finances is allocated to its group of workers and acquisition and cataloguing of library substances. Powerful use of team of workers (HR) and development of efficiency and effectiveness of technical services operations are the real cognizance of knowledge control in academic libraries. The purpose is to make full use of the expertise existing within the corporation to boom the operational efficiency and productiveness.



Robertson, Shaunagh and Brun, Caroline De (2005)

Knowledge Management in Academic libraries

Role of information management in libraries have turn out to be an increasing number of vital together with the development of knowledge economic system. As a new technique Knowledge Management in libraries leaves a whole lot to be favored in its theoretical machine. Knowledge Management in libraries must encompass such components as followers.

Knowledge Innovation Management: Knowledge Innovation Management in libraries refers to the management of the production, diffusion and transfer of knowledge as well as of the network system constructed by related institution and organization. It includes three aspects- i) theoretical, ii) technical and; iii) organization innovation management. Theoretical innovation management is to enrich and enlarge the theoretical and practical research fields of library and information science. Technical Innovation Management manages the network systems constructed by institution. It supports the evolution from conventional libraries to electronic or digital libraries. Organizational innovation management supports to create an effective management system adaptable to the operation procedures of libraries.

Knowledge Dissemination Management: Libraries may play the part of knowledge pool, and use diverse media and channels to disseminate various new knowledge. Dissemination or communication of knowledge is an integral part of KM. Technology helps libraries to share knowledge recourses and expertise. Availability of open resources on internet and www and online education has made knowledge multi -sourced in "*anywhere, anytime*" paradigm.'

Knowledge Application Management: Library should attach importance to provision of services for people to acquire knowledge and achieve maximum function and efficiency of knowledge information based on high speed networks. It may be possible by setting up virtual libraries or Information Centers for enterprises, government and public organizations; scientific research institutions or setting up digitized knowledge services.

Human Resources Management: We should pay full attention to diversity and variation of library staffs requirements, strengthen management of different library staffs by applying contingency management approach.

Knowledge management is a aware approach of getting the right understanding to the right humans on the proper time. KM is getting used to improve library operations. shape theoretical factor of view, expertise may be taken into consideration as a pyramid. All KM starts at the lowest of the pyramid with information and unfiltered records. when some context is brought, inside the case of libraries via cataloging or metadata, records grow to be statistics. whilst inference is brought along with references, statistics becomes intelligence, intelligence blended with certitude becomes knowledge and at the top; understanding mixed with synthesis will become understanding. Libraries have excelled at creating scholarly information and intelligence from records however they've no longer been as a success in producing organizational know-how to reap library desires. Knowledge management is one manner to increase and apply the organizational knowledge needed to enhance library operations and effectiveness through growing abilities.

Role of Library Professional in Knowledge Management framework:

Library professionals seek to accomplish following tasks:

- Able to deal with new technology.
- Generating new knowledge.
- Expert in capturing and transferring of information.
- Sharing knowledge without any geographical limitation.
- Manage knowledge as an asset.
- Representing knowledge in documents and database.

Academic libraries are data centers mounted in assist of the project in their determine establishments to generate knowledge, equip human beings with knowledge which will serve the society and develop the nicely being of mankind. the primary goal of instructional institutions of higher training is advancement of studying and acquisition of knowledge. Academic libraries are part of the university and its organizational culture. Something influences universities additionally has an effect on their Libraries too. As a result the role of university libraries is changing to provide the aggressive benefit for the university. And these days librarians are connected to a massive ocean of network based totally services. Instructional libraries are the nerve centers of instructional establishments and are mandated to assist teaching, studies and different instructional applications.

Conclusion

Knowledge Management is essentially about getting the proper knowledge to the proper person at the right time. This in itself won't appear so complicated, however it implies a robust tie to company strategy, expertise of wherein and in what bureaucracy information exists, creating approaches that span organizational capabilities, and making sure that initiatives are frequent and supported with the aid of organizational individuals. Knowledge Management may additionally include new understanding advent, or it is able to solely cognizance on information sharing, garage, and refinement. For a greater comprehensive dialogue and definition, see my know-how control definition. Knowledge Management is involved with the entire technique of discovery, advent, dissemination and usage of knowledge. Librarians can use Knowledge Management to expend the library's position in management and assist services. They need to have strategic desires, involve their users, and recognize era as a purposeful device. Knowledge Management can cause a big function for libraries in broader educational community. Shall we us hope that within the coming years knowledge management could prove a great step inside the proper direction of every Indian educational institutions.

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