



# **SNS COLLEGE OF ENGINEERING**

**Kurumbapalayam (Po), Coimbatore - 641 107**

**An Autonomous Institution**

**Accredited by NBA - AICTE and Accredited by NAAC - UGC with 'A' Grade**

**Approved by AICTE, New Delhi & Affiliated to Anna University, Chennai**



## **DEPARTMENT OF MANAGEMENT STUDIES**

**COURSE NAME : 19BA202 - HUMAN RESOURCE MANAGEMENT**

**I YEAR /II SEMESTER**

**Unit 3 - TRAINING AND EXECUTIVE DEVELOPMENT**

**Topic 5: Knowledge Development**



# KNOWLEDGE MANAGEMENT

Knowledge Management is the process by which information is used to create something actionable.

- ▶ KM is a practice that addresses the need for information that is required for making effective decisions. If this information is structured, the same can be translated into knowledge by applying a set of predefined rules.



# ELEMENTS OF KM

Knowledge creation

Knowledge sharing

Knowledge utilisation



# SIGNIFICANCE OF KM

Knowledge intensive

Unstable conditions

- ◀ Provides opportunity
- ◀ Tool for knowledge based economy
- ◀ Tool for decision making
- ◀ Aids sharing culture
- ◀ Retains critical capabilities
- ◀ Globalisation



# APPROACHES OF KM

Knowledge management as acquiring & storing information.

- Treating knowledge as a tangible asset – IT
- Technology Back up

- ◀ Connectivity
- ◀ Storage
- ◀ Locators
- ◀ Learning vehicles
- ◀ Recent developments

## 2. KM as sharing & leveraging information



# IMPLEMENTING KM PROGRAMME

Defining KM strategy

Organising KM Program:

- ▶ Proving budget for knowledge sharing
- ▶ Choosing technology for knowledge sharing
- ▶ Communicating the value for Knowledge sharing
- ▶ Adapting methods of knowledge sharing
- ▶ Measuring performance
  
- ▶ Reinforcement for KM



**RECAP**

**QUESTIONS???**

**THANK YOU**