



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 : 23BAT202 - HUMAN RESOURCE MANAGEMENT

I YEAR /II SEMESTER

Unit 3 - TRAINING AND EXECUTIVE DEVELOPMENT

Topic: Knowledge Management



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