

# Emerging Trends of Knowledge Management Practices in Small scale industries at Bangalore city

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## Abstract:

Today's accomplishment and worth of a business rely more upon scholarly capital than actual capital. Henceforth, information that exists inside an association is a reasonable wellspring of upper hand, which makes Information. The Knowledge Management Practices (KMP) is a basic contribution to the development of any association and all the more so on account of small scale industries (SSI). Despite the fact that much has been investigated and composed regarding the matter of information the executives in enormous associations, next to no concentration and exploration has been done on KMP in SSI. Globalization of supply chains, quick mechanical advances, prevalent profits from scholarly capital, and the developing significance of information serious ventures make KMP an essential instrument in the development and achievement, every thing being equal. KM-empowered SSIs are fundamental for serious and manageable development. Consequently, a prudent methodology for KMP in SSI is an absolute necessity in the current situation. The general mission of this section is to help specialists in perceiving and understanding the information in a board range for small scale industries in Bangalore city. This would be fundamental for fruitful objective achievement and reasonable business in a contemporary complex economy. The ultimate objective of this study is to find the existing trends in KMP, problems encountered by SSIs, innovative strategies to develop SSIs.

**Keywords:** Knowledge Management Practices, Small Scale Industries, Existing Trends, Problems, Strategies.

## 1. Introduction

Knowledge Management Practices is the way toward producing, putting away, sharing, and overseeing data. In the period of enormous information, we realize that data can be empowering—yet it guarantees phenomenal business openings for the individuals who practice their knowledge flawlessly to achieve success in the business establishment. It is a hecognizant

interaction of characterizing, organizing, holding and sharing the knowledge and experience of workers inside the industries.

Knowledge management is a field which can contribute to the design field, yet numerous issues are not settled, and much adapting yet to be found since still it has not taken its last shape. It had begun coming to fruition and become visible on the guides of classes and meeting coordinators in the start of 1990s, yet it is essential to note here that discussion had begun a whole lot sooner (Hayek, 1945; Bell, 1978). There are numerous books, articles and unique issues on information and its administration during the most recent couple of many years is a reality perceived by all. Druker (1960) was quick to coin the term information specialist.

Association can gain from past encounters put away in corporate memory frameworks (Senge, 1990). Barton-Leonard (1995) recorded the instance of Chappual Steel as a KM example of overcoming adversity. Nonaka and Takeuchi (1995) concentrated how information is created, utilized, and diffused inside associations and how such information added to the dissemination of development. Various individuals, seeing the benefit of estimating scholarly resources, perceived the developing significance of authoritative information as a serious resource (Sveiby, 1996; Norton and Kaplan, 1996; and Edvinson and Malone, 1997).

### **Significance of Knowledge Management Practices:**

It is significant in light of the fact that it helps the effectiveness of an association's dynamic capacity. In ensuring that all representatives approach the general aptitude held inside the association, a more astute labor force is fabricated who are more ready to make speedy, educated choices that advantage the organization. Development is simple to encourage inside the association, clients profit by expanded admittance to best practices and worker turnover is decreased.

The significance of knowledge management practice is developing each year. As the commercial center turns out to be always serious, probably the most ideal approaches to remain on the ball is to construct your association in a canny, adaptable way. You need to have the option to spot issues from good ways and react rapidly to new data and advancements.

Organizations start the KMP cycle for a wider range of reasons. A consolidation or obtaining could spike the requirement for systematizing information and urging groups to share their ability. The inevitable retirement of key workers could show the need to catch their insight. A forthcoming enrollment drive shows the shrewdness in utilizing information the executives to aid the preparation of new representatives.

## 2. Literature Review

The principle objective of this part is to investigate cutting edge of information the executives in SMEs from the administration point of view to recognize research holes. For this reason, we embrace an efficient audit approach adjusted by Pittaway et al. (2004) [1], Petticrew and Roberts (2006) [2] and Easterby-Smith et al. (2012) [3].

**Pittaway et al. (2004)** propose an efficient writing audit coordinated into 10 stages: ID of watchwords; development of search strings; beginning hunt and ID of additional catchphrases; picking the reference information bases; survey of the chose reference data sets utilizing the inquiry strings; survey of the references recognized dependent on incorporation and rejection standards; audit of the reference edited compositions and detachment into various records; encoding abstracts as indicated by their substance; evaluating huge articles; the option of additional articles, in view of experts suggestion and references from explored articles.

**Petticrew and Roberts (2006)** characterize a deliberate audit measure coordinated into 12 stages: characterize the inquiry; think about drawing together a controlling or warning gathering; compose a convention and have it investigated; complete the writing search; screen the references; evaluate the leftover examinations against the incorporation/rejection rules; information extraction; basic evaluation; combination of the essential examinations; consider the impacts of distribution predisposition, and other interior and outer inclinations; review the report; more extensive spread.

**Easterby-Smith et al. (2012)** recognize 5 stages in doing a precise survey: arranging the audit; distinguishing and assessing examines; extricating and incorporating information; detailing; using the discoveries.

### 3. Knowledge Management Practices Framework

During the 1990s, there was a solid tendency to explore on Knowledge Management Frameworks (KMFs) to all the more likely comprehend information the board wonder. Numerous such systems have been formed and classified into two classifications specifically the enacting and prescriptive structures [Holsapple and Joshi, 1999]. The elucidating systems endeavor to clarify the attributes of the KM wonder while the prescriptive structures are equipped to portraying the philosophy to be followed when

Knowledge Management Frameworks 41 leading KM. In this paper, the consideration will be on fostering an expensive system that is both the elucidating and prescriptive in nature with a concentration on content covering information assets, information control exercises, and influences measurements on the lead of information management. From the substance point, the information assets measurement frets about the portrayal of an association's assets, the element of information control movement identifies procedure on these information assets that can be executed in the association's direct of KM and the information control exercises work on the information assets under the influence of different components.

The information the board influences measurement identifies the influencing or empowering factors that work on the information the executive's exercises and assets. Consequently, in view of this examination, Holsapple and Joshi (1999) fight that the comprehension of KM wonder relies upon:

- i. recognizing the hierarchical information assets that need the executives consideration;
- ii. Classifying the exercises that work on the assets in the direct of information the executives, and;
- iii. Laying out the variables which influence the direct of information the executives

### 4. Research Methodology

The descriptive research design can be used to analyze the data which lead to the end results. The sample size was determined as 304 out of 1542 population by using sample size formula with 95% confidence level, 5% margin of error. The convenience sampling technique were used in this study. Data collection method, the researcher used both primary and secondary data. SPSS can be used for data analysis and interpretations based on this conclusion was drawn.

**Table 4.1 Factor Analysis-  
Descriptive Statistics**

<b>Descriptive Statistics</b>			
	Mean	Std. Deviation	N
Knowledge source	2.5658	1.31591	304
Immediate access	3.3421	1.46062	304
Collaboration	3.3454	1.39865	304
Use of online tools	2.4079	1.24734	304

**Table 4.2 Factor Analysis-Correlations**

<b>Correlations</b>					
		Knowledge source	Immediate access	Collaboration	Use of online tools
Knowledge source	Pearson Correlation	1	-0.080	-0.017	0.008
	Sig.(2-tailed)		0.162	0.770	0.893
	N	304	304	304	304
Immediate access	Pearson Correlation	-0.080	1	0.057	0.001
	Sig.(2-tailed)	0.162		0.325	0.985
	N	304	304	304	304
Collaboration	Pearson Correlation	-0.017	0.057	1	0.106
	Sig.(2-tailed)	0.770	0.325		0.064
	N	304	304	304	304
Use of online tools	Pearson Correlation	0.008	0.001	0.106	1
	Sig.(2-tailed)	0.893	0.985	0.064	
	N	304	304	304	304

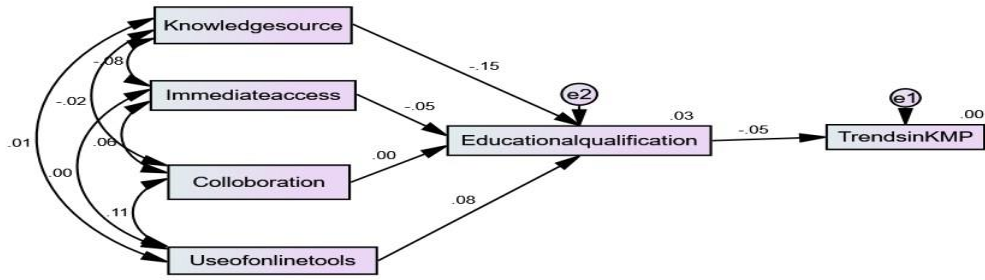
**Table4.3-ChiSquareTest- Cross Tabulation**

Educationalqualification*AgeCrosstabulation							
			Age			Total	
			Between 20-30Years	Between 31-40Years	Above 41Years		
Educational qualification	School Level	Count	20	0	0	20	
		ExpectedCount	11.4	4.9	3.7	20.0	
	UGDegree	Count	73	71	28	172	
		ExpectedCount	98.4	41.9	31.7	172.0	
	PGDegree	Count	30	1	25	56	
		ExpectedCount	32.1	13.6	10.3	56.0	
	Illiterate	Count	51	2	3	56	
		ExpectedCount	32.1	13.6	10.3	56.0	
	Total		Count	174	74	56	304
			ExpectedCount	174.0	74.0	56.0	304.0

**Table4.4- ChiSquareTest**

Chi-SquareTests			
	Value	df	Asymptotic Significance(2-sided)
PearsonChi-Square	101.271 <sup>a</sup>	6	0.000
Likelihood Ratio	114.081	6	0.000
Linear-by-LinearAssociation	4.003	1	0.045
NofValidCases	304		
a. 2 cells (16.7%) have expected count less than 5. The minimum expected count is 3.68.			

## StructuralEquationModel



Observed, endogenous variables

Trends in KMP

Educational qualification

Observed, exogenous variables

Knowledge source

Immediate access

Collaboration

Use of online tools

Unobserved, exogenous variables

e1

e2

**Variablecounts (Group number1)**

Number of variables in your model: 8

Number of observed variables: 6

Number of unobserved variables: 2

Number of exogenous variables: 6

Number of endogenous variables: 2

**Result(Defaultmodel)**

Minimum was achieved  
Function of loglikelihood=3361.919

Number of parameters=23

**Group number 1 (Group number 1 -Defaultmodel)****Estimates (Group number 1 - Defaultmodel)****Scalar Estimates (Group number 1 -Defaultmodel)****Maximum Likelihood Estimates****Model Fit Summary**



The saturated model was not fitted to the data of at least one group. For this reason, only the 'function of loglikelihood', AIC and BIC are reported. The likelihood ratio chi-square statistic and other fit measures are not reported.

### CMIN

Model	NPAR	CMIN
Default model	23	3361.919

### AIC

Model	AIC	BIC	BIC	CAIC
Default model	3407.919	3408.968		

### Execution time summary

Minimization:	0.026
Miscellaneous:	0.237
Bootstrap:	0
Total:	0.263

### Discussion and Results

The factor analysis is useful to reduce the number of variables into smaller. It can be rotated after extraction. The researcher used 4 factors such as knowledge source, immediate access, collaboration and use of online tools. Chi-square test is useful to test the association between the variables are whether dependent or independent. The Chi-Square test result shows that the expected value is 3.68 so that it is statistically relationship between associations of variables.

### Conclusion

The Knowledge Management Practices among small scale industries in Bangalore are inevitable to achieve success in the industries perspectives. Most of the SSI are generating knowledge sources at the minimum level. Immediate access of knowledge among industries are common, but need more collaborative work among the employer and employees are essential. The whole world is

moving towards digitalization, so industries need to increase the use of online tools to achieve goals. The major problems encountered by the SSI are lack of technology updates, less exports, poor in marketing. The researcher suggested some innovative strategies such as participate more on Entrepreneurship Development programs, relationship building must be strong, create trust among the customers to attain the potential within the short span of time.

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