

# The Concept and Implication of Knowledge Management in Library and Information Science Professionals

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## ABSTRACT

Knowledge is state of mind, an object to be stored, a process of applying expertise, a condition of access to information and is the potential to influence action. Knowledge is essential for all individuals and all kinds of Organization. So without knowledge management can't to be developed or progressed in any Organization even Libraries also. This article is an analysis of the concepts of and implication of Knowledge Management in Library and Information Science professionals. Its aims to identify and analyze the requirements of different skills and Competencies for Library professional involved in Knowledge Management practice are discussed.

## 1. Introduction

While Knowledge Management (KM) has value of every type of organization or Libraries, it plays an especially main role in professional services firms, where knowledge is a primary driver of competitive advantage and content is the main deliverable. Implemented effectively, Knowledge management tools techniques help these organizations or Libraries put their full Institutional resources to work for their clients or readers and ensures that the information gathered and lessons learned in each engagement re retained and made available for efficient future reuse.

## 2. Review of Literature: Knowledge Management

- Alavi & Leidner 2001 According to The goal of Knowledge Management is to efficiently apply an organization's knowledge to create new knowledge to achieve and maintain aggressive advantage.
- The significance of traditional Library and Information Science skills for Knowledge Management practice in the views of resides in the fact that the information profession has the theoretical basis and practical skills to provide the essential elements of knowledge management (Abell and Oxbrow (2001).
- Abell & Wingar 2005 According to It seems not likely that any single profession or obedience would be able to take on any one of the new roles demanded for contribution in Knowledge Management without some further development of their skill base.
- Loughridge 1999 said that Knowledge Management differs clearly from the theory and practice of Librarianship, information management and information resource management. It requires / required a new set of skills among Library and Information Science Professionals if they wished to have any successful role in this domain

## 3. Concept of Knowledge Management

These Knowledge Management tools and techniques are most essential, but it is equally important to retrieve that the most basic element about Knowledge Management is that organizational information is not about technology, but about people. So we concentrate like basic element of Knowledge Management. A knowledge organization is one where connecting people and promote communication and cooperation are the most essential things to do , because " The Knowledge assets increase from / to use : Ideas breed new ideas , and shared knowledge stays with the giver while it enriches the receiver . " .

## 4. Importance of Knowledge Management

In the Globalization and growing competition have expedited the need for knowledge modifiers works / worked performance. Knowledge Management has become an important feature not only inside organizations, but also for all librarians that want to serve their community very well. Knowledge Management cannot be efficient without educated customers to speak to others. This is where Information Literacy comes into the focus on KM. Knowledge is usually difficult to access - it leaves when the knowledge professional resigns.

## 5. Roles of LIS Professionals Knowledge Management

Library and Information Science professionals look their skills as being relevant to Knowledge Management practice. Even though they believe that Knowledge Management is effectively a management experience, they also consider that it is a field in which Library and Information Science Professionals should be seeks to extend their contribution. Evidence of such contribution exposed that Library and Information Professionals in general have been mainly engaged in the information management side of Knowledge Management. Library and Information Science Professionals be more possible to advance their roles in the organization while staying within the information management structure.

## 6. KM Skills for Librarians

Knowledge Management skills are required all Library and Information Science Professions. Here give listed below that the most important requirement of knowledge Management skill for LIS professional.

- Information and Documentation Skills
- Ability and Manage to use IT in Libraries
- Change Management Skills
- Project Management Skills
- Communication Knowledge Skills
- Creativity Thinking for Implementation
- Team Work and Cooperation Skills
- Decision Making Skills
- Managing e-resources Skills.

## 7. Technology for Knowledge Management

Library Technology was very stable for a century, until recently. Library Technology has been firmly based on the technology of paper and of cardboard. Library services derive from and are deeply rooted in those technologies. Librarians considering new technology and thinking about its possible application are not easy. One understandable tendency is to think of the new technology. The Technology of library services is rich and seductive. Books are interesting as physical objects as well as for the writings they contain. Mathematics is another technology sometimes applied to libraries like queuing theory, linear programming, and information theory and so on.

Knowledge Management is a very broad field, and includes by necessity many people of diverse Educational and experiential backgrounds. Knowledge Management is a process that has been heavily influenced by the growth and application of computer technology to data and information management.

## 8. Knowledge Management in libraries

The term of Meta-data, the term of Knowledge Management is being used, although its meaning and how it differs from Information Management are less than clear. Knowledge Management refers to the practices, skills and technologies associated with creating, forming, and storing, presenting, retrieving, using, preserving, disposing and re-using information resources to help identify, capture and produce knowledge. Knowledge Management activities can include data and Meta data mining as well as digital asset management. Here give some important things, as a Librarians How should implement of Knowledge Management to their Libraries.

## 9. Preservation of Library Materials

Librarian should Proper care of library collections is necessary with a view to sustain its life. This requires preserving and protecting books against action and diminution. As a standing policy and procedure, the archives and special collections reading room of a certain library were constantly monitored by a staff member of the reference desk while patrons accessed folders and boxes in special collections and archives materials at reading tables. The floors holding the special collections and archives materials were locked to prevent access when the reading room was not open.

## 10. Knowledge of Right Management Copyright Issues

Today Librarian should know the copyright issues. Teachers and Students have somewhat negotiable, but limitless, copyright advantage under the 'fair use clause' of the U.S. Copyright Act. "Fair uses / used" is the means by which professional person of non-profit Academic organization may use copyright works without seeking authorization or making payment to the author or publisher. Teachers and students are also secured to some extent by the Digital Millennium Copyright Act, which went into effect of / on October 1998.

## 11. What are the Right Management Librarian should Knowledge?

- a. Copyright
- b. Fair use
- c. Legal Protection of Database
- d. Registration

## 12. What are the categories should include Copyrightable?

- a. Literary Works
- b. Dramatic Works
- c. Musical Works
- d. Pictorial, Graphic and Sculptural Works
- e. Architectural Works
- f. Sound Recording Works
- g. Motion pictures and Audio Visual Works.

## 13. Computer Networks and Knowledge Exchange

One of the main roles of Knowledge Management in Libraries like that Computer Networks and Knowledge Exchange. The low cost of computers and networks has / had created a potential infrastructure for Knowledge exchanges / exchanged. The Computational power of computers has been little relevance to knowledge work, but the communication and storage abilities of networked computers make them knowledge enablers. For examples the Internet, Social Network, Intranets and computer networks can point to people with knowledge and connect people who want to share Information or Knowledge over the distance. In another ways Desktop video conferencing and Multimedia computing that transmits sound and video to make it possible to communicate some of the richness and subtlety of knowledge one person's to another person's Knowledge about Areas of Changes in Libraries H. J. Leavitt (1965) has identified four areas of an organization, which are subject to change. According to him these elements are interrelated, that is to affect one is to affect all. There are:

- Technology: Library Equipments that is used to deliver the Library services
- Task: Refers to the product or service that is produced, and the processes that are undertaken
- People: Library readers and Library Staff
- Structure: The structure of the Libraries.

## 14. Conclusion

Knowledge Management recognizes that people are the most important asset of organizations or Institution. Library and Information Science Professionals with the relevant of

information management skills cover the possible to be important players of knowledge management. Knowledge Management should be bringing new career opportunities for Library and Information Science Professional. Nevertheless these opportunities are not essentially advertised as opportunities for library and information professional. Library and Information Science Professionals should have excellent information management skills; they need to gain more and

additional efficient skills and enters existing boundaries in order to become important players of Knowledge Management. Library and Information Science Professionals be capable of and should enter into the Knowledge Management roles through the application of their information management skills. LIS professionals all ways should ready to accept new Knowledge Management and ICT environments.

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