

## KNOWLEDGE MANAGEMENT AND HUMAN RESOURCE MANAGEMENT

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Knowledge management generates knowledge from outside source organize this knowledge on the basis of values and practices of the organization and sharing the knowledge. Change in the Organization is generally called for on account of some important factors like competitive forces and consumer pattern (external) and need for representation in the light of changing business scenario. Restructuring is possible if organization has enough knowledgeable workers. Knowledge worker creates, manipulates or disseminates knowledge from any source odd value to information and use the knowledge for adjust with the change of environment. Knowledge worker is a unit of knowledge management. Knowledge management is a basic area of Human resource management. Human resource management means managing human being in the organization i.e. managing knowledge workers. Our present paper seeks to explain how HRM and Knowledge Management are related to each other.

Keywords: Knowledge, HRM, Management, Job Rotation, Training

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### INTRODUCTION

Knowledge Management is a fundamental part of Human Resource Management. Knowledge management means generated knowledge from outside sources where as Human resource management means managing human being in the organization i.e. managing knowledge workers of the organization. With the change circumstances in business environment organization should adapt with the changes of growth and development. Organization has to adapt with the changes through the willingness of human beings. Willingness to sharing of knowledge and skill makes a human being a social animal. This willingness to share and stand out against odds makes human race to survive extremely difficult situations in the history of mankind. In the process of standing together and fighting against odds, man started codifying experiences and applying his brain to make things better in life. At present situation organization try to adjust with the adverse condition i.e. changing situation of environment by willingness to share the knowledge.

### REVIEW OF LITERATURE

According to Gararan, 2000 and Armstrang, 2000-building knowledge based and learning organization is the routine task of Human Resource Development. Employees attitude & behaviour within work place is closely related with their level of commitment to the organization, subsequent

research (cheu Frances co, 200, uversuin & Buttging, 1999) have identified that the lev3el of commitment influences the turnover interactions & attrition rate. Level of commitment depends sharing of knowledge and open culture. We are trying to give emphasis on knowledge sharing. Human Resource management will be developed if proper knowledge sharing is possible. Knowledge management is closely related with human resource management. Knowledge management must be essential, because" always wear the costume of humility and you will receive the love and co-operation of others". In today's business scenario knowledge generate, knowledge sharing are essential. Different author discuss their views from different points. Peter Drucker was coining the term knowledge workers 30 years ago. From the Human resource perspective the definition of knowledge management is the process by which the organization generates wealth from its intellectual or knowledge based assets (Butowitz and Rutz, 2000). Knowledge management focused where organization can set up structure and system for enhanced organized effectiveness (Beaumont & Hunter, 2002; scarbrough et al, 1993, Ruggler, 1998). It explains human being must be a key resource of the knowledge management (civic 2000; Gooijer, 2000, Soliman and Spooner, 2000).

### KNOWLEDGE MANAGEMENT

The basic requirement for any business firm is to creation and development of knowledge consists of data and information. Data refers to the unformatted, unstructured material freely available around us which by itself does not provide any meaning. Information is structuring of data that reduces uncertainty. Knowledge is the interpretation of information in the eye of a beholder using his known his own history, his experiences and interpretation. So

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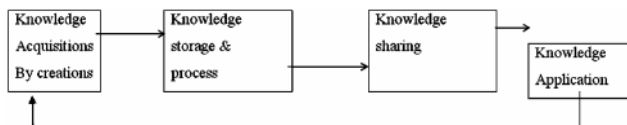
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knowledge is the summation of information, experience and judgment of an individual.

Knowledge management means generated knowledge from outside sources; organize this knowledge on the basis of values, practices and ethics of the organization and transferring or sharing this knowledge. Basic three area of knowledge management are:

- (i) Generate knowledge;
- (ii) Modify knowledge;
- (iii) Transferring & sharing knowledge.

Knowledge management can be implemented in the organization in the following way



Knowledge management is the combination of different attributes. Six top attributes are Learn, Improve with use, anticipate, interactive, remember and customize. Knowledge management depends on these attributes. An organization easily gain competitive advantage and adjust with the change by improving anticipative power and interactive programmed among employees. All organization easily adjusts with the change only when learning is greater than change. So Survival=learning > change.

Human Resource Management:

Human resource means skill, knowledge, ability, attitude, aptitude, values, and beliefs etc of human being. Human resource management means managing human skill, knowledge, creative abilities and attitude values for achievement a particular goal, this management helps to compensation in exchange of their labour and provide different types of benefits for maintain those employees.

So main functions of HRM are:

- (1) Acquisition;
- (2) Motivation/compensation (monetary or non-monetary);
- (3) Development and
- (4) Maintenance.

Acquisition means acquire skilled employee. Different activities are involved under acquisition. These are:

- Human resource planning;
- Recruitment;
- Selection;

- Placement;
- Induction and orientation.

Under motivation\compensation (monetary or non-monetary) process following are the essential elements:

- Job analysis;
- Job description;
- Wages, salaries and;
- Employees Welfare;
- Development activity consists by the following activities:
- Employee training & development;
- Career planning & development;
- Performance appraisal and potential appraisal;
- Career Counseling;
- Organization used following activities following activities for maintenance of key employees;
- Industrial relation;
- Quality circle;
- Employee involvement participation and empowerment;
- (10) Communication development.

All those activities will good if organization has proper knowledge about different fields.

Relationship between HRM and Knowledge Management:

Management indicates a process of management human being for achievement particular goal. In present scenario knowledge is very vital element in every portion of life as well as in every portion of life as well as in workers i.e. predictive workers are essential for survival of the organization. Organization easily gets competitive advantage through knowledge workers. Knowledge workers are the unit of knowledge management.

Retention of knowledge workers, development of knowledge workers is only possible through development activities, training activities and providing different types of compensation scheme which are important areas of human resource management. Human resource management manages different workers and knowledge workers also. Information about the research of different techniques on retention for which organization is able to control the overall human resource.

So, Human resource management and knowledge management is positively co-related to each other. We try to establish the major linkage between this tow management.

- (i) Job Rotation: Job rotation is an important tool of training and development. It helps to increase employees' overall knowledge about job, work environment, work culture etc. The main aim of this tool of HRM is to enrich knowledge, generate, modify and share also possible through this technique. So HRM is enveloping of knowledge generating, modifying and showing i.e. knowledge management.
- (ii) Training: Training is a tool of human resource management which facilitates learning. Learning permanently changes human behaviour. Learning will be effective if different knowledge of learning perfectly showing among employees. If learning is perfect than training will be effective. So, core area of human resource management is knowledge management.
- (iii) Organizational Structure: Perfect organization structure helps to manage human being. What should be the perfect organization structure depends on knowledge about organizational structure. Managing human resource is easy if structure of the organization is perfect. Here, core area of human resource management is knowledge management.

In case of Planning, Recruitment, Selection, Placement, Induction Orientation programmed etc proper knowledge is also required for perfectly doing these things, Industrial relation also depends on perfect knowledge about three actors of this relation.

Motivation is an important tool for achievement a particular goal. Fretfulness of motivation also depends on application of proper technique which is selected from knowledge management process. Selection of different tool

of Human Resource management and their application will be successful with the help of knowledge management.

#### CONCLUSION

Human resource management will be effective if knowledge generation, knowledge sharing is fruitful. Productivity of an organization totally depends on the knowledge workers. Quality of those workers depends on knowledge generation, knowledge modification and knowledge sharing. Overall image of an organization i.e. stakeholders satisfactions are affected by the quality Human resource. Organizations will be able to adjust with the radical change of the environment if the organization has knowledgeable workers. For the purpose of survival, expansion and strategy selection organization should be required to create a strong linkage between knowledge management and Human resource management. So finally we can conclude that Human resource management is enveloping of Knowledge management.

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