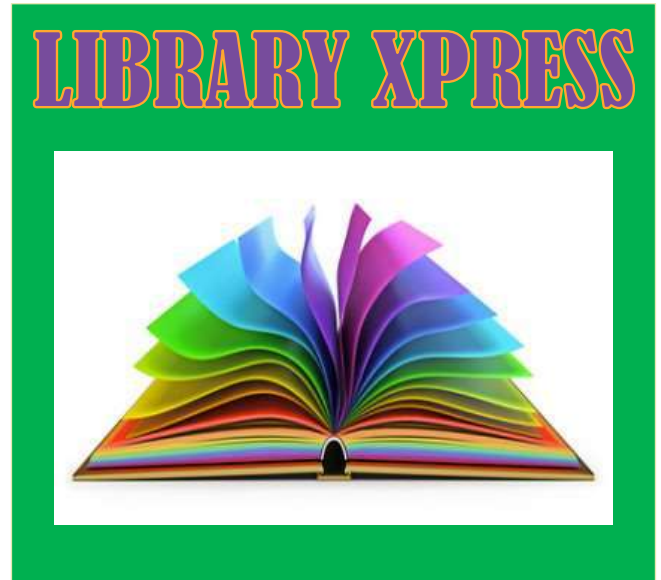




Shri Vile Parle Kelavani Mandal's
NARSEE MONJEE
College of Commerce and Economics



KNOWLEDGE MANAGEMENT AND EMPLOYEE ENGAGEMENT

HAPPY  READING
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Source:

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Employees are the most valuable assets within the organizations, and they play an important and complex role in knowledge management. The employees' behaviour is regularly impacted by their beliefs, distinct attitudes and values, as well as the organizational culture of the workplace. Influencing what employees believe would cause changes in values, attitudes and finally the way in which knowledge is shared – behaviour.

Enabling to get employees to do things differently is not easy because employees can easily fall back on defensive routines [1]. Currently, one study result [2] point out that

unlearning is frequently as difficult as learning, if not more. To get employees to change the way they do things will also require a level of willingness from the individual. Employees need to feel valued, that they are part of a community and that their involvement is challenging and rewarding [3]. The way employees perform processes will influence to the difference an individual can make to their organization. Essentially, they can influence the way information and knowledge is shared throughout the organization. In United States, organizations adopt knowledge management to achieve success over competitors.

Knowledge management could facilitate employee learning. It causes employees to become more flexible and enhance their job satisfaction [4], and it helps to retain knowledge of employees. Employees' learning is enhanced by knowledge conversion processes, which are accomplished through externalization, internalization and socialization and communities of practice. This is because employees are likely to adapt when they interact

employees are likely to adapt when they interact with each other, and they are more likely to accept change when they interact with each other. A recent study found that in organizations having more employees sharing knowledge and learning with one another, employee job satisfaction increase [5]. Acknowledged consequences of job satisfaction are, for example, engaged employees, lower absenteeism and turnover intentions job performance and higher productivity level [6].

These consequences present engagement that organization member express themselves physically, cognitively, and emotionally during role performance [7]. Knowledge management also provides employees with solutions to the problems they face, in case those same problems have been encountered earlier and effectively addressed, this provides a supportive work environment within the organization [5]. A support work environment with employees' needs, such as information or knowledge, which they need for job aid employees for focused work, is considered to be the key determinant of employee engagement [6]. Thus, knowledge management provides a supportive work environment to determine the level of engagement of employees.

Radaelli et. al. [8] defined knowledge as a fluid mix of framed experience, values, contextual information, and expert insight that provides a framework for evaluating and incorporating new experiences. In addition, Vokić and Hernaus [9] stated that knowledge is what employees know about their customers, products, process, mistakes and success in organization. The function of knowledge management is to support the achieving of organizational goals. Panagiotis et. al. [10] noted that knowledge management refers to a process of collecting and identifying valuable information (i.e. knowledge acquisition),

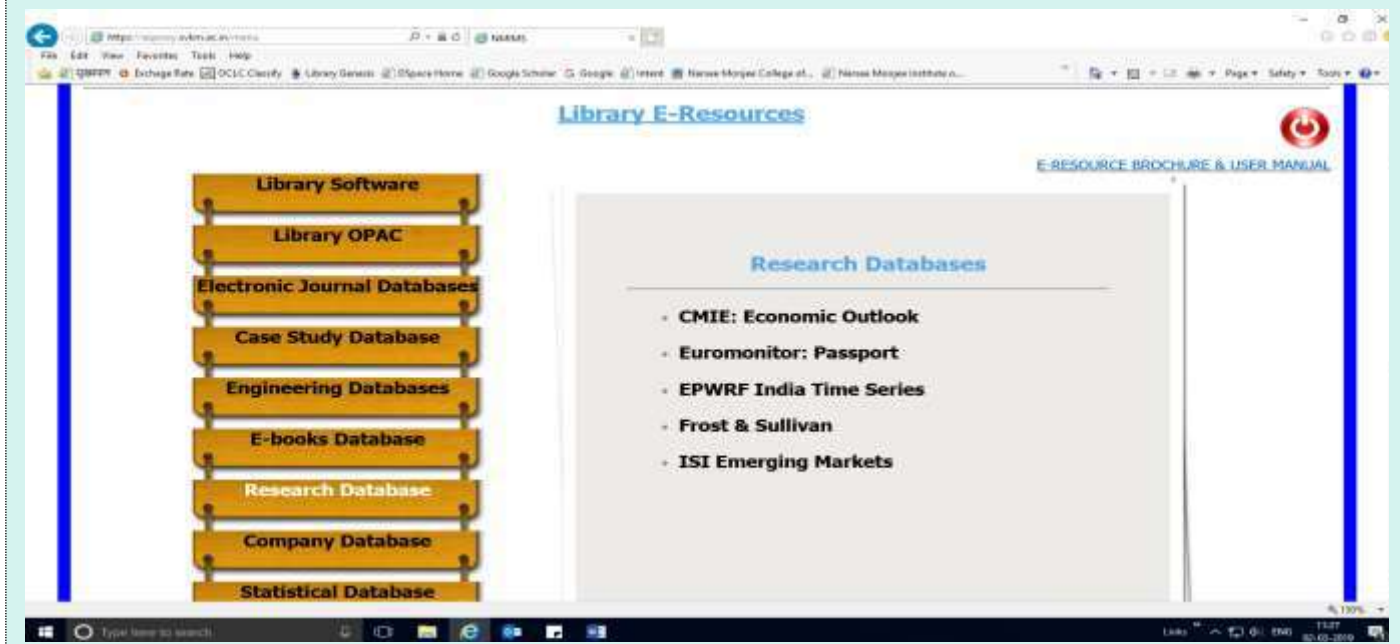
enabling employees to recover organizational knowledge (i.e. organizing knowledge), exploiting and beneficially utilizing knowledge (i.e. knowledge leverage), propagating it throughout the organization (i.e. knowledge sharing) and storing the knowledge in a repository (i.e. organization memory).

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Research Databases – on <https://ezproxy.svkm.ac.in>



<https://swayam.gov.in/>

SWAYAM is a programme initiated by Government of India and designed to achieve the three cardinal principles of Education Policy viz., access, equity and quality.

The courses hosted on SWAYAM are in 4 quadrants – (1) video lecture, (2) specially prepared reading material that can be downloaded/printed (3) self-assessment tests through tests and quizzes and (4) an online discussion forum for clearing the doubts. Steps have been taken to enrich the learning experience by using audio-video and multi-media and state of the art pedagogy / technology. In order to ensure best quality content are produced and delivered, nine National Coordinators have been appointed: They are AICTE for self-paced and international courses, NPTEL for engineering, UGC for non technical post-graduation education, CEC for under-graduate education, NCERT & NIOS for school education, IGNOU for out of the school students, IIMB for management studies and NITTTR for Teacher Training programme.

Courses delivered through SWAYAM are available free of cost to the learners, however students wanting certifications shall be registered, shall be offered a certificate on successful completion of the course, with a little fee. At the end of each course, there will be an assessment of the student through proctored examination and the marks/grades secured in this exam could be transferred to the academic record of the students. UGC has already issued the UGC (Credit Framework for online learning courses through SWAYAM) Regulation 2016 advising the Universities to identify courses where credits can be transferred on to the academic record of the students for courses done on SWAYAM.



250-yr-old library preserving history

Ahmedabad, established by Badshah Ahmed Shah on February 26, 1411, completes 608 years on Tuesday

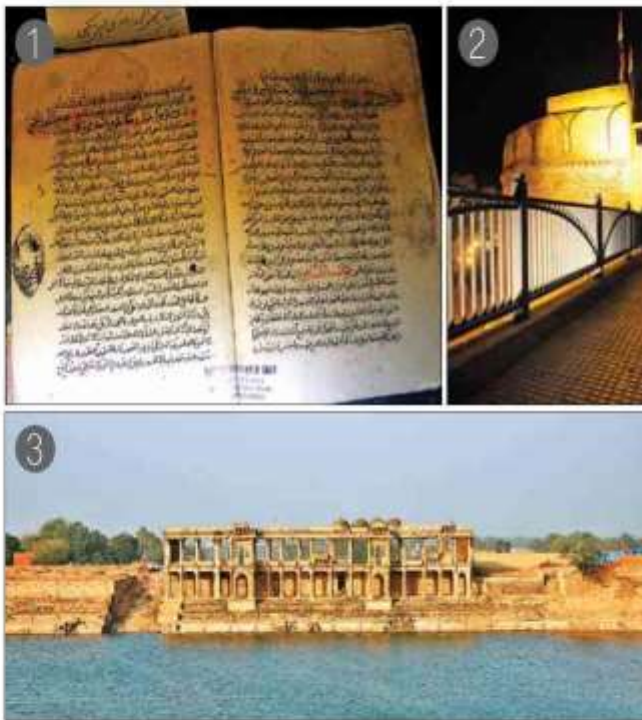
Gargi Raval
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Much before the era of the printing press, books were written by hand, which are today known as manuscripts! And there's a whole library of manuscripts in Ahmedabad which has a collection of more than 4,000 manuscripts in Arabic and Persian languages. Interestingly, this library gets visitors who deal with history, from across the world. It is a favourite among history scholars and researchers because of its valuable books.

The Pir Muhammad Shah Library is the oldest library of Ahmedabad, located at Pankornaka. The library is on the premises of the tomb-shrine complex of Pir Muhammad Shah, a Sufi saint who was born in Bijapur in 1688 and migrated to Ahmedabad in 1711.

According to historian Rizwan Kadri, the library has many unexplored documents. "Most of the documents stored in the library are in Urdu and Arabic languages, which have not been explored so far. There are many untold stories there which need to be told," said the historian.

Kadri further said that the library itself, which was established so many years ago, has historic value. "The library has the original seal of Ahmad Shah and a book that belongs to his time. Interestingly, the library has a rare hand-



1. A rare manuscript with the seal of Sultan Ahmed Shah, 2. Manek Burj, where Ahmedabad's foundation was laid and 3. Sarkehe Roza

written version of the Quran by Aurangzeb," Kadri added.

"This place doesn't have regular readers. But we do have regular researchers and scholars as it is a gold mine for aspirants. The library has more foreign visitors than

locals. It has a collection of books which was founded more than 250 years ago with some 300 manuscripts," said the caretaker of the library.

Treasures of the library
A 900-year-old book on as-

tronomy in Arabic by Al-Biruni has been preserved here. Al-Biruni had visited India in the 11th Century. The book is hand-written and the copy preserved in the library, is the only one in the world.

Dr Nedunuri Krishna Murthy Digital Library opened in Andhra University

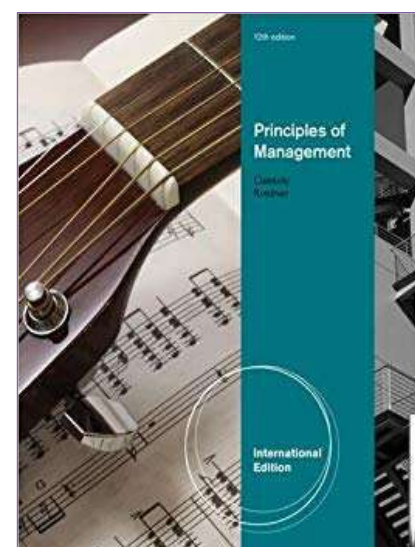
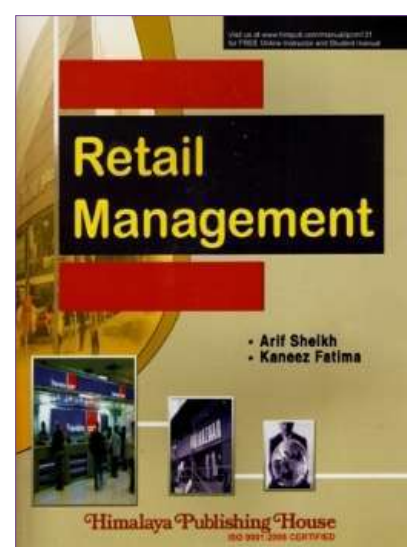
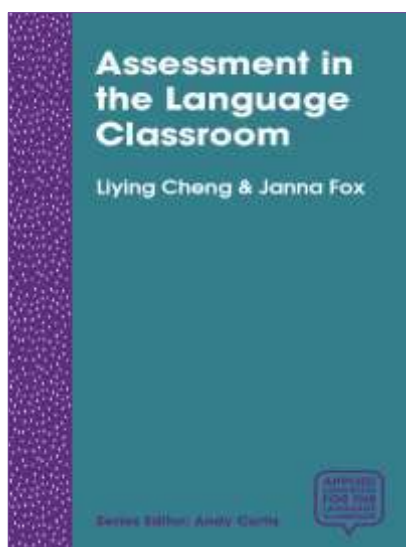
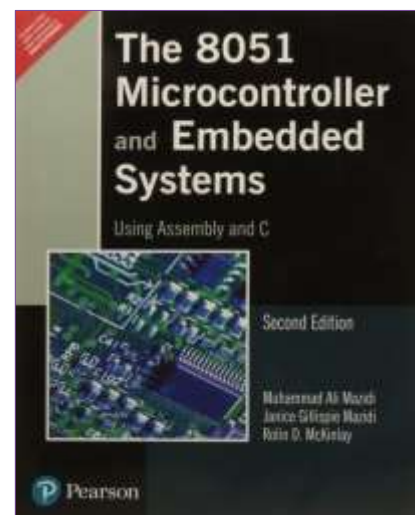
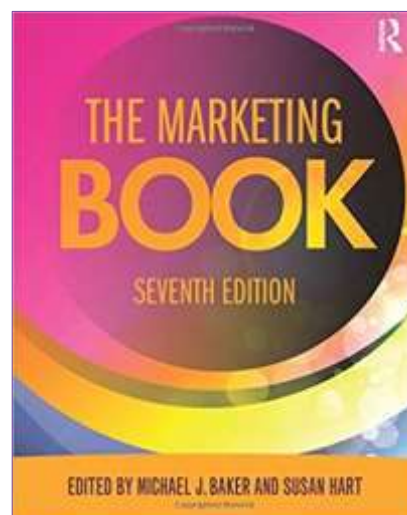
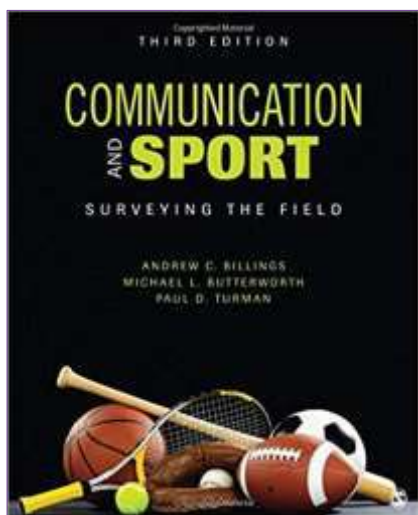
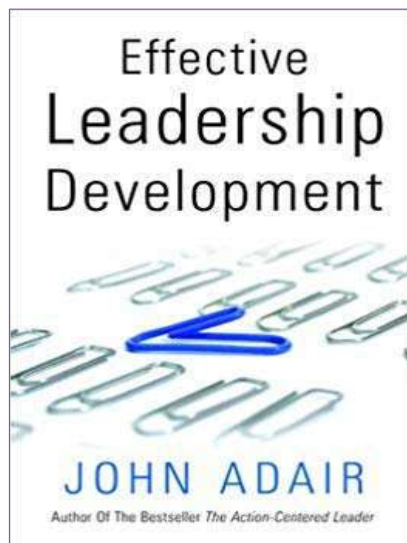
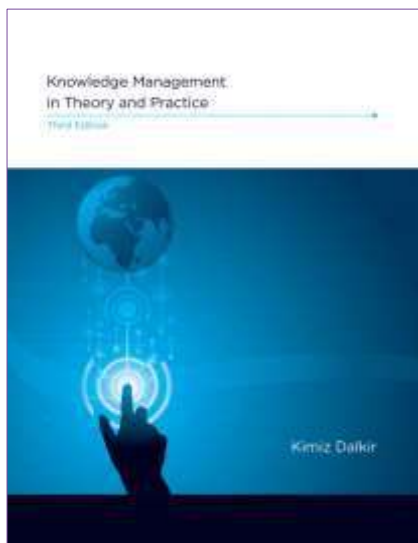
THE HANS INDIA | Mar 02, 2019 , 01:51 AM IST

Visakhapatnam: In order to restore the Indian classical music with the help of technology, Andhra University Music and Dance Department launched 'Dr Nedunuri Krishna Murthy Digital Library. A collection of Indian classical music that dates back to a different era produced by stalwarts of the Indian classical music was stored in the digital library.

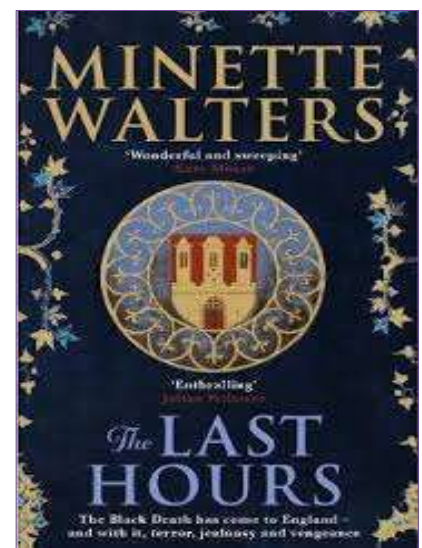
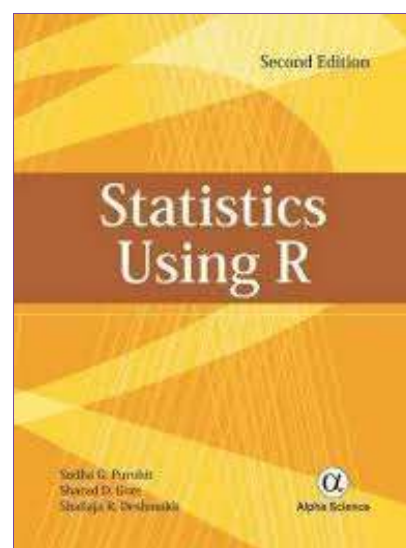
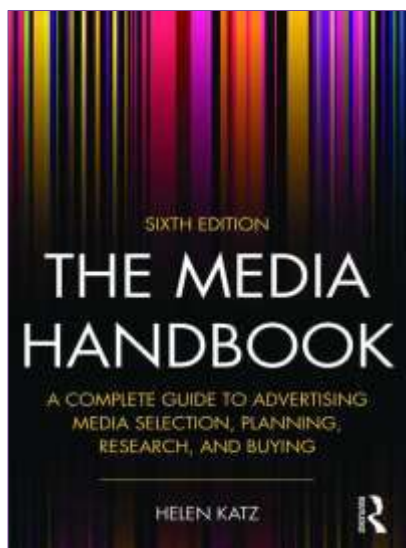
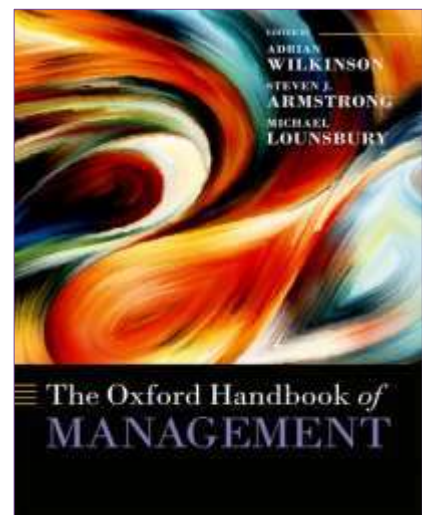
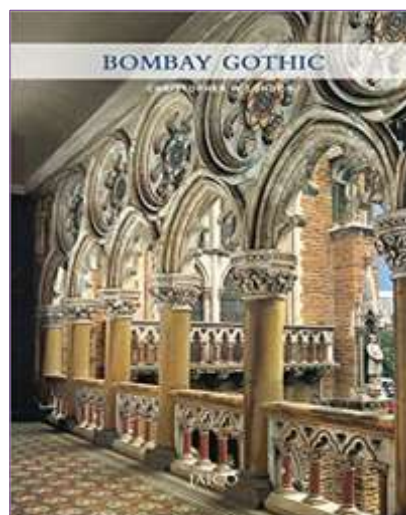
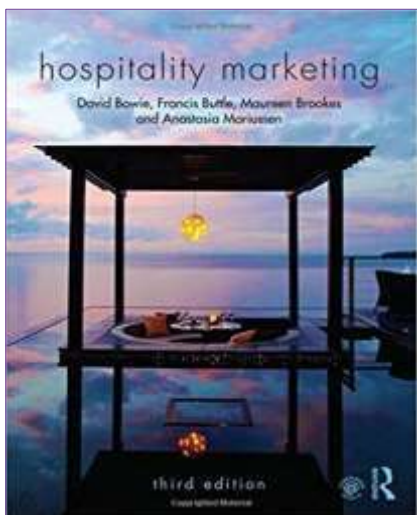
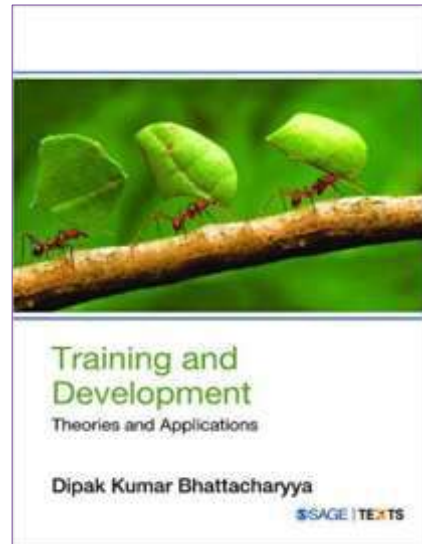
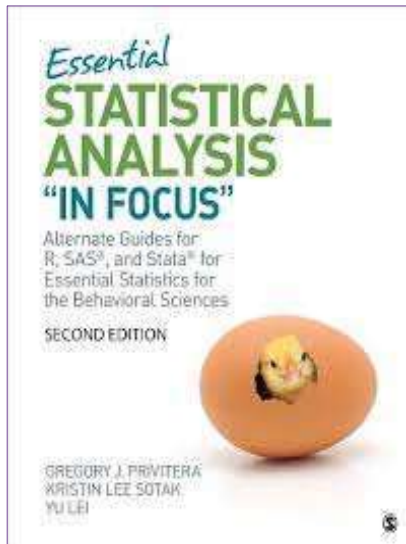
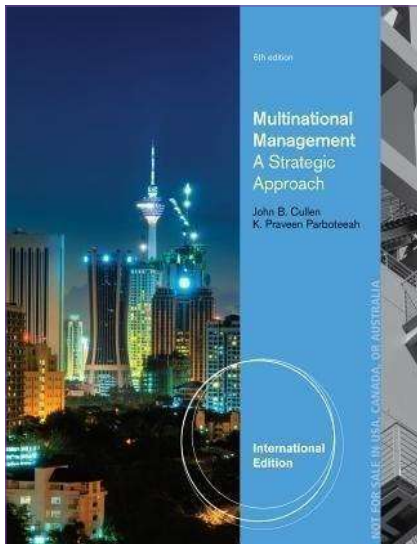
National Knowledge Network A step toward Digital Revolution

The vision of Digital India is to transform the country into a digitally empowered society and knowledge economy. It would ensure that government services are available to citizens electronically. It would also bring in public accountability through mandated delivery of government's services electronically. National Knowledge Network (NKN) is a state-of-the-art multi-gigabit presence across nation Indian resource-sharing network and a revolutionary step towards creating a knowledge society without boundaries aimed at digitally connecting all national universities, colleges and research establishments to create "country-wide virtual classrooms".

NEW ARRIVALS IN LIBRARY



NEW ARRIVALS IN LIBRARY



THOUGHT OF WISDOM

How to change the world

The ninth week of SEAL training is referred to as Hell Week. It is six days of no sleep, constant physical and mental harassment and one special day at the Mud Flats. The Mud Flats are an area between San Diego and Tijuana where the water runs off and creates the Tijuana slues—a swampy patch of terrain where the mud will engulf you.

It is on Wednesday of Hell Week that you paddle down to the mud flats and spend the next 15 hours trying to survive the freezing-cold mud, the howling wind and the incessant pressure from the instructors to quit. As the sun began to set that Wednesday evening, my training class, having committed some "egregious infraction of the rules" was ordered into the mud. The mud consumed each man till there was nothing visible but our heads. The instructors told us we could leave the mud if only five men would quit—just five men and we could get out of the oppressive cold.

Looking around the mud flat, it was apparent that some students were about to give up. It was still over eight hours till the sun came up—eight more hours of bone-chilling cold. The chattering teeth and shivering moans of the trainees were so loud it was hard to hear anything. And then, one voice began to echo through the night—one voice raised in song. The song was terribly out of tune, but sung with great enthusiasm. One voice became two, and two became three, and before long everyone in the class was singing. We knew that if one man could rise above the misery then others could as well. The instructors threatened us with more time in the mud if we kept up the singing—but the singing persisted. And somehow, the mud seemed a little warmer, the wind a little tamer and the dawn not so far away.

If I have learned anything in my time traveling the world, it is the power of hope. The power of one person—Washington, Lincoln, King, Mandela and even a young girl from Pakistan named Malala—can change the world by giving people hope.

So, if you want to change the world, start singing when you're up to your neck in mud.

Source: The commencement address by Admiral William H. McRaven, ninth commander of U.S. Special Operations Command, at the University of Texas at Austin on 17 May 2014

PUBLIC LIBRARY IN MUMBAI

David Sassoon Library and Reading Room

152, Mahatma Gandhi Road, Off David Sassoon Library Marg, Opposite Jehangir Art Gallery, Kala Ghoda, Fort, Mumbai, Maharashtra 400001

Timings: 8:00 AM to 9.00 PM.

The David Sassoon Library and Reading Room, the first building to come up at the southern end of the Esplanade, has since its completion in 1870, been a landmark. Today the building finds itself in the list of 145 old building, which have been declared as protected monuments by the government. The idea was originally conceived way back in 1847 by a few young mechanics working in the Royal Mint and Government Dockyard, who decided to form an association to promote knowledge and learning. The association's objectives at that time were to set up a library and museum of mechanical models and architectural designs, as well as to organize lectures and discussions on science and technology. Thus was born the Sassoon Mechanic's Institute. However, with the stoppage of the annual grant by the Imperial Government, its activities gradually came to a standstill, until the institute was reduced to its present state, namely a library and a reading room. Consequently in March 1938, the Sassoon Mechanics' Institute was rechristened the David Sassoon Library and Reading Room.



Students Suggestions

Student's name	Suggestion	Action taken
Nishtha Jalan – SYBCom	Require study room open on Sundays and public holidays.	Notice for making library study room available on Sundays and holidays at the old building library premises was put up on the library notice board and college website.

We cannot accomplish what we have initiated without your contributions.

We would like to receive your inputs in the form of:

- Articles
- Photographs
- Artwork
- Puzzles

Any other suggestions

You can also, join our team and help in making better, this monthly newsletter.

Send your contributions at vaishali.dawar@nmcce.ac.in. Do come ahead and make this Library initiative a successful one.

LIBRARY xpress

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