



## **KNOWLEDGE MANAGEMENT FOR TEACHER EDUCATORS**

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The knowledge society is a work in progress in which society requiring significant investment in harnessing skills, technology and learning. Knowledge society is a society where creating, sharing, and using knowledge is key factors in the prosperity and well being of its people. To improve the quality in the teacher education, knowledge management will play an important role as now quality in higher education is need of hour. The mushrooming teacher education colleges have to undergo through NAAC. Accreditation of NAAC will definitely improve the quality of teacher education colleges. The process of undergoing NAAC require a team work with total affords from each member of the team. Here the knowledge management plays a very important role. The skills, tools, techniques use for the preparing for NAAC can be smoothly done through knowledge management.

### **Features of Knowledge Management**

Knowledge and information being major sources of creating values. Efficient use of technology. Greater investment in research and development. Greater use of information and communication technology. Growth of knowledge intensive out puts. Increased networking and working together. Rising skill requirements. Change in the objectives of organization from fulfilling basic needs of development of empowerment. Change in the education system instead of going by textbook, teaching through creative interactive self-learning focus of education on values merit and quality. The teacher educators instead of being skilled will be knowledgeable self-empowered and flexibly skilled. Management based on delegation instead of commands. Knowledge management will be the unique feature in every field in every walk of life. There will be stress on lifelong learning skills.

### **Framework for knowledge management**

Working in team needs conceptualizing original vision and communicating it to all members of the team. Creating original culture that motivates promotes and rewards people to create share and use knowledge. All team members should recognizing employee's personal efforts

for taking challenges and finding innovative ideas for doing the task in different ways and rewarding them accordingly. Drafting compensation structure that support bonuses and incentives for those who seek or generate ongoing information flow. Chalking out a performance management system that is based on evaluation of employee's performance as well as learning. Conducting education programs for training and development. Facilitating a work environment and culture that would render employees a feeling of freedom trust and empowerment. Cultivating an organizational culture where in employees at all levels understand the importance of both learning and doing.

### **Knowledge management**

Knowledge management is not only managing knowledge assets but also managing the processes that act upon the assets. These processes include developing knowledge management involves the identification and analysis of available and required knowledge and knowledge required for its processes and the subsequent planning and control of actions to develop both the knowledge assets plus the processes so as to fulfil organizational objectives.

### **Objectives of knowledge management**

Effective and efficient development of new knowledge and improvement of existing knowledge for the strategy of organization and for individual objectives of the employee also. Effective securing of knowledge easily accessible to the whole organization. Specific distribution of new knowledge to all departments. And transfer of knowledge to new entrants. Combining the best knowledge available within a team or its network. Improving organisation's ability and capacity in it dimensions viz. mission competition performance change. Bringing a change in the behaviour of employees, by encouraging the for continuous learning. Developing knowledge workers by developing the system of multiple responsibilities, participative performance and increasing the avenues of raising employee's satisfaction levels.

### **Responsive team**

A Knowledgeable team has to be a responsive so because unless all members respond to change brought about by the knowledge there will be any improvement in the quality teacher education colleges. Knowledge has many forms and it is available to many places. Share the knowledge for efficient utilization for the production of comprehensive wealth of the nation in the form of better health, education, infrastructure etc. It is very important to create and maintain the knowledge infrastructure. Develop knowledge workers and enhance their productivity involve in creation, growth, and use of new knowledge for the prosperity of the

knowledge society. Bring social transformation through the use of IT as this will lead to employment generation, high productivity and rural prosperity. In a responsive team, so collaboration would be the key knowledge implementations would be departmental solution created by team only to address specific problems. People and their culture is very important for knowledge or responsive so individual knowledge is to be valued and rewarded for establishing a culture that organizes tacit knowledge and encourage employees to share it.

### **Draw backs of knowledge management**

The ability to organize and store information for retrieval. Training education and consultancy skills. Knowledge delivery mechanisms needs efficiency. The team should be ability to add value to information. Methods of disseminating information. Awareness of technology skills and subject expertise. Knowledge of disparate information resources and how to access/integrate them. Familiarity with research methods. The team should be ability to evaluate information. Knowledge management. Knowledge of legal, economic and political aspects of information. Information is needed for proper decision making. Management skills are required by IT professionals of various stages of info cycle. Understanding the organizational culture.

Project management, change Management, strategic planning, financial Management, communication skills, human resources Management, marketing skills, vision and creativity, liasonand negotiating skills.

### **Upto date subject knowledge**

Besides subject knowledge in the light of high techno, innovations, availability of better software development tools better techniques of communication must be updated as present trends and development in hardware, software and communication technologies.

So the amount of information and knowledge available in the process of NAAC accreditation need appropriated management and well presentation of the information by the teacher education colleges. The process of preparation for NAAC is difficult but not impossible. All the information available from the staff members need proper presentation and with knowledge management along with a good team work will make it possible.

### **References**

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