

The implementation of km practices management essay

[Business](#), [Management](#)



This study is focused on the adoption and practices of knowledge management in small and medium sized software consulting companies. The research also aimed to identify the various factors for adopting knowledge management practices. Primary and secondary resources were used in the study. For the primary data, we opted to conduct a survey using randomly selected SMEs software consulting companies from the region of Gujarat as participants. A structured questionnaire was used for data gathering. The answers of the respondents were then processed. The results of the computation were then used as basis for the data analysis. Secondary resources derived from various publications including books and journals were integrated to support the findings. In this preliminary study we focused on Gujarat based small and medium sized software companies and gather insight about their KM practices. We found that many different knowledge management activities in small & medium sized software consulting companies are used at varying degrees which have various sizes and infrastructures to find it difficult to adopt knowledge management practices. We have explored the knowledge landscape and look at knowledge management initiatives in the areas of responsiveness, innovation, competencies and efficiency. The companies have probably honing in on how to organize knowledge management in their work practices. Also it will look at how to do that by walking them through best practices, processes then exploring a knowledge management implementation scenario at a hypothetical company. We found that most of the large organisations are implementing KM practices very successfully but SMEs firms are getting difficulties to adopt KM. We explored this issue in our study. We found that

most of these software companies are not adopting KM practices. Most of the companies feel that there is effect of the size of company to adopt KM practices. We found that companies have increased the profitability by implementing KM. From the preliminary analysis, we found different facts are as under: Majority firms are aware about KM practices and they think that these practices could be beneficial for the firm. But, we found out that small and medium scale companies find it difficult to adopt knowledge management because of various reasons like lack of financial resources, lack of knowledge oriented people etc. Majority of these firms are not adopting KM practices as they think that it is not a cup of tea for them. We found that these firm are using KM practices because of competitors are using these kinds of practices and they are facing the information overload problems in their firms. Loss of key persons and difficulties in incorporating knowledge are another reasons for use of KM practices in these firms. The firms are using Knowledge Management practices for the transfer of the knowledge and best practices. For creating change and developing a new software application are responsible for the firm to use the knowledge management. These firms believe that the size of the company is one factor for them for not adopting KM practices but analysis proved that there is no effect of the size of the firm on KM adoption. SMEs can enjoy KM practices without worrying about their sizes of the firms. These firms are using various technology domains for KM practices in the firms like intranet, extranet, E-commerce, Data warehousing etc. Out of which most of the firms are using intranet based KM systems. Firms are using various modes for knowledge transfer within the firm. Out of which seminars, expert lectures and team

level knowledge sharing are popular methods. Small and medium software companies find difficult to realize the value of knowledge that are created and utilized which enables them for better efficiency and means for innovation. The firms are using Information Technology for Knowledge management process like acquisition, indexing, filtering and distribution of knowledge. Out of which, majority use IT for distribution of knowledge. The firms are facing many problems to use IT for Knowledge Management like lack of training, lack of time etc. By using knowledge management, firms are getting the benefits like time saving, quality improvement, cost reduction, improved innovation etc. Majority of the firms are using knowledge management practices very effectively without getting hurdles. Most of the firms are ready towards allocating and increasing budget for the knowledge management practices. We found that firms are not implementing KM practices because of less financial resources, lack of knowledge oriented people and unawareness. We also found that there is no relationship between the size of the firm and effectiveness of the KM practices in the firms. Even small size firms can use KM practices very effectively.

Recommendation

As the implementation of KM practices in large firms are very successful, SMEs software companies should implement KM practices. Most of the companies are aware about KM practices but they are failed to understand the benefits of KM practices in their firms. They should give training about KM to their employees and motivate them to adopt KM practices. They should not think about the size of the company for the implementation of KM. Firms should use KM practices for transferring of the knowledge and

reusing the knowledge within the firm. Small and medium software companies should change their work practices and should adopt KM practices for transferring of specific as well as abstract knowledge within the company. In this study, we have explored only the issues regarding adoption of KM practices in SMEs. Further in this, one can explore this study for various KM tools used in the firms. In this further, one can also explore this study to identify the relationship between the usage of these tools and effect on productivity and quality of the software that developed.