PREFACE

In today’s information technology age, knowledge acts both like an ultimate weapon and a powerful shield. It is an all-pervading concept and every medium has a different way to codify and express knowledge.

Knowledge management is a process where interpretation and reflection of an experience is carried out in reference to a context. It is a scientific process of unifying, structuring, and filtering knowledge gathered from assorted media, in order to provide a coherent and focused solution.

For any organization, the main concern is to manage this intellectual asset, and for that, the base work commences by managing the organizational competencies in an effectual and optimized way. Knowledge management strategies are interpreted and adopted by individuals in organizations through diverse individual competencies.

Competencies are the building blocks on which the edifice of implementation of advanced tools and technologies is built. Organizational goals are fulfilled and strategies are implemented satisfactorily through sharpening of competencies by way of using advanced Knowledge Management tools & techniques. Knowledge management and organizational competencies are perennial partners that thrive in a mutually coexistent environment.

This research aims to elucidate and elaborate the conceptual issues that are involved in a synergetic approach of development of the knowledge and competence perspectives in an organization.
The objective of this work is twofold: firstly, to study the state of the art in Knowledge Management, focusing attention on organizational competencies; and secondly, to study the level of the understanding and clarification in the employees related to the technological advancements carried out at the work place.

This research work seeks to analyze the requirements for knowledge management based organizational competencies in depth, so that the human resources in any organization can be optimally utilized and organizational performance be enhanced.

The objective is to suggest practically feasible ways to enhance the organizational competencies, which are based on implementation of advanced knowledge management techniques.

Statistical formulizations are employed in the research for – (a) analyzing the state of the Knowledge Management based typical organizational competencies and (b) examining the competency level of the employees for knowledge accumulation, segmentation, processing & analysis; the reason being that they are instrumental in improving possibilities of valid conclusions.