



KNOWLEDGE MANAGEMENT

PROF. KBL. SRIVASTAVA

Department of Humanities and Social Sciences
IIT Kharagpur

INDUSTRIES APPLICABLE TO : IT Companies/ R&D Companies/ Pharma Companies/ Manufacturing and Services sector

COURSE OUTLINE :

The objective of this course is to prepare students to understand the current theories, practices, tools and techniques in knowledge management (KM) to deal with the challenges with the organization and management of knowledge. This course addresses contemporary issues in managing knowledge, intellectual capital and other intangible assets by discussing the fundamental concepts of knowledge and its creation, acquisition, representation, dissemination, use and re-use, the role and use of knowledge in organizations and institutions, KM systems and its application in knowledge generation and transfer, and in the representation, organization, and exchange of knowledge, knowledge codification and system development, its testing, KM tools and portals, and finally ethical, managerial and legal issues in knowledge management.

ABOUT INSTRUCTOR :

Prof. Kailash B L Srivastava is Professor, Department of Humanities and Social Sciences and Joint Professor in Vinod Gupta School Management, and specializes in the area of Human Resource Management and Development and Organizational Behaviour at Indian Institute of Technology, Kharagpur. He holds a first class Master's degree in Psychology from Gorakhpur University and Ph.D. from Indian Institute of Technology, Kanpur, and has around 28 years of teaching, research, and training experience. He has taught earlier at BITS Pilani, and T A Pai Management Institute, Manipal, and also served as visiting faculty in XLRI, Jamshedpur (2002), and Asian Institute of Technology, Bangkok (2005), and UNU Tokyo (2013). He has published over 48 papers in national and international journals and contributed 26 chapters in edited books. He has attended many national and international conferences, including IIRA in Berlin, ICP 2008 at Berlin, and Personality at work in Lunenburg, Germany ICP 2012 at Cape Town, SA and Yokohama in 2016. He has carried out a number of sponsored research and consultancy projects. He has supervised 17 Ph D theses in the area of Human Resource Development, Knowledge management, HR Issues in Mergers / Acquisitions, Emotional Intelligence, and Learning Organization. He is also a member of the editorial board of many national and international journals. He has conducted many management development programmes in areas of behavioural/ soft skills and human resource management and development, KM and innovation in learning organization, performance management, and research methodology. He is a board member of the Academy of International business (India chapter), and President of the National Academy of Psychology, India for 2016-17. His current consulting and research expertise are in the area of Strategic Human Resource Management, OD and change management, Organizational Culture, Leadership, Emotional Intelligence, and Knowledge Management, Psychology of well-being, and corporate affairs.

COURSE PLAN :

- Week 01** : Introducing the concept of KM: Why KM, KM system life cycle, and aligning KM and business strategy.
- Week 02** : KM Cycle: Knowledge creation, capturing tacit knowledge, Types of knowledge and its implications for KM.
- Week 03** : Knowledge codification and system development: codification, system testing and deployment, Knowledge transfer and knowledge sharing- the role of culture and structure.
- Week 04** : KM system: Analysis design and development: Knowledge infrastructure, Knowledge audit, and knowledge team.
- Week 05** : KM system : Analysis design and development: Analysis, design and development of KM system.
- Week 06** : KM tools and Portals: inferences from data, data mining and knowledge portals.
- Week 07** : Evaluation of KM effectiveness: Tools and metrics, Ethical, legal and managerial issues.
- Week 08** : KM experiences from Indian companies, KM innovation and Learning organization, The future of KM.