

**INNOVATIVE TECHNOLOGY AND APPLICATIONS
FOR
SUSTAINABLE LIBRARY SERVICES**

I-KOAL 2024



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Importance of Knowledge Management in Human Resource Development under Work from Home Policy in Corporate Sector of Pune City

Swati Inamdar

Research Scholar (SPPU), Assistant Professor,
SNBP College of ACS & MS, Pimpri, Pune

Prof. Dr Anand Gaikwad

Professor Suryadatta Institute of Business
Management and Technology, Bavdhan, Pune.

ABSTRACT

Human Resource Development is the improvement in skills, abilities and overall competencies of employees. Human Resources are important assets of the organizations. Training and development is the investment in human capital. Development focuses on building most superior workforce to achieve organization's goals. Human resource development is the series of well organized process with defined learning objectives. Companies aim at proper development of human resources. Competitive advantage can be achieved with proper knowledge at individual and organizational LEVEL. The sustainable development is possible due to knowledge management. Work from home policy is new development in corporate sector after Covid – 19. Knowledge Management becomes a challenging task for HR Managers.

Keywords: Knowledge Management, Human Resource Development, Sustainable development.

Introduction:

Human resource development is a Human Resource (HR) concept that describes the improvement in skills and competencies of employees due to training. Knowledge management is having its roots in learning which is a continuous process in organizational set up. Every company requires talented and knowledgeable employees. For building knowledgeable work force company undergoes training programs time to time. Every company now days invest part of its profit every year in training and development activities. It is a need of time if company wants to survive in the market; they should upgrade their employee's skills which is possible only by training. Knowledge can be gained by training and observation also. Experience also matters many a times in knowledge management.

Literature Review

Job Promotion to be given on the basis of seniority and experience

Training and development should be encouraged.

Work Life Balance can be achieved by implementing flexi hours, job sharing, identifying motivators and motivating employees accordingly. The major reason can be find out why employees stick to the current job is Job Satisfaction. They get it while working. It creates positive attitude for the work. For knowledge management following practices are necessary.

1. Open Communication System: Open Communication System is important for communicating all



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4. **Teamwork:** At all levels in the organization teams should be inspired with organizational vision , mission and objectives. Teams are the backbones of every organization. Good teamwork can achieve organizational goals clearly.
5. **Progressive HR Practices:** The HR Managers should implement HR Practices like training and development, career development opportunities, performance management system etc. The better performing employees are assets for the organization. They should be promoted at higher positions.
6. **Recognition and reward, motivation:** The employees whose performance is better should be recognized at all levels. They should be rewarded with monetary and non monetary benefits. Those employees are valuable assets for the organization.
7. **Satisfaction and involvement:** Employee job satisfaction and involvement matters are key towards organizational success. The satisfied employees are more productive and better performer than others.

Meaningfulness: Meaningfulness refers to the purpose behind the work. An employee who understands the ways in which a company's product or service benefits society and identifies as an important personality in the organization.

Scope of the Research: The research is done on the basis of Secondary Data collected from research papers published related to my research topic.

Research Problem Statement:

Work from Home is a normal concept in IT Industry. However, after covid – 19 work from home becomes a new culture in all the industries. People learned new things by working from their homes. Knowledge Management and training, development becomes a challenge for HR Managers. They find work from home challenging in which new methods of employee training and knowledge management should be developed in online mode.

Research Objectives:

1. To know importance of knowledge management in Companies.
2. To know sources of knowledge management.
3. To know importance of learning organizations under work from home policy.

Research Methodology:

The Researcher has reviewed Research Papers on Knowledge Management and Work From Home Policy published in different Journals as a part of Literature Review. The findings of the study are explained herewith supporting to the Research Topic.

Data Collection:

The Secondary Data is collected from published material like journals, research papers and other published articles.

Data Analysis:



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workplace are important. Performance is defined as execution, application of any planned job. Organization development is possible only due to Knowledge Management.

Inventions, innovations are possible only due to technology and knowledge management. The successful organizations like Infosys, Wipro are having talented workforce. It is true that employees build organizations. Successful organizations have efficient, knowledgeable and skilled, stable workforce which gives maximum output. Knowledge Management improves performance of employees as well as organizations. Employees are the medium of knowledge creation, sharing and implementation. Human Resource activities like recruitment, selection, training, development etc are based on Knowledge Management. Organizational help and support are needed for successful knowledge management. Employees need clarity and understanding to be a part of knowledge management.

Conclusion

Knowledge is the key of success for organizations. Employees should have clarity in their goals and objectives. Work from home can be successfully implemented with training and development. Knowledge Management can be possible under Work From Home in mainly online mode.

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