Knowledge Management in the Digital Era

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The society has labeled as knowledge society, which has started during 1990s superseded the information society height between late 1960 and 1990. In recent decades, knowledge has become the most important asset for most economies in the world. At the turn of the century characterized by radical changes, the organizational structures of library, information and cementations centers have become larger an d more complex; reengineering has applied to all fields.

Types of Knowledge

Tacit-to-Tacit: Sharing of tacit knowledge by one individual to another through face-to-face contact.

- **Explicit-to-Explicit:** When individual combines discrete piece of explicit knowledge into a new environment and opinions from different parts of the organization.
- **Tacit-to-Explicit:** This extends the organization's knowledge base on codifying experience, insight or judgment into a form, which can reuse by others.
- **Explicit-to-Tacit:** When one begins to internalize new or shared explicit knowledge and then uses it to broaden, extend and rethink thei r tacit knowledge.

The challenges in knowledge management occur in the last two patterns of knowledge creation: going from tacit -to-explicit and explicit-to-tacit.

Pattern of Knowledge creation

Tacit Knowledge - includes the individual employee's expertise, memories, values and beliefs, viewpoints and values.

- **Explicit knowledge -** is the process of communication from one place to another

in a systematic way through documents and is more formal and codified.

- **Corporate memory** - is the connection of expertise of an organization. This knowledge relates to problems –solving, project experiences, and human resources management.
- **Intellectual assets/knowledge assets/capital** *:* similar terms, which comp knowledge assets regarding products, technologies, and market that a busine Owns

Steps in Knowledge Management

- ***Knowledge capture***: A systematic procedure for organizing, structuring
- knowledge to make it accessible and usable to people.
- ***Knowledge organization***: An organization that values and uses its own
- knowledge in reflective ways that lead to profound shifts in directions, values,
- beliefs and operating assumptions.
- ***Knowledge preservation:*** Once the knowledge have collected, and codified it has
- to be stored in a suitable form in the organization's knowledge base. The
- knowledge can be stored in forms such as individual employees, and by computer
- knowledge base. The advantage with the computer is its unlimited memory and
- instant access. Intranets and the knowledge bases are the tools, which store the
- organizational knowledge.

Modules of K.M

- INFORMATION: The most important bezel acts as an instant access to update and customize information
- EXPERTISE: Connects in real -time experts in an organizations to members who earn assistance and even the tacit knowledge can made explicit
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- COLLABORATION: Plays an important role to facilitate on -line brain storming sessions and preserves information
- TEAM: Ensures efficient and systematic management among sh are skills
- LEARNING: Abridges skill gap with the help of on -line sessions
- INTELLIGENCE: Deals mainly with the explicit knowledge among shares skills

KM System within Digital Library Environment

- Understanding ultimate user needs
- Better agricultural knowledge capture and resource coo rdination
- Metadata and domain-specific markup language
- Strategic planning in establishing China agricultural digital li brary

Conclusion

Economic environment and information environment are changing quickly today. KM has become a powerful tool for promoting innovation realizing and reengineering the various occupations. It occupies an outstanding position in the creation of the Knowledge innovation systems of a country. How far the library circles meet the challenge of knowledge economy and build the KM systems of libraries is a subject that demands our urgent study and solution. It is impossible to accomplish such important tasks by using man's brains only. In the modern society the knowledge changes with each passing day, it will be possible to link closely knowledge sources and knowledge workers by computer networks, thus constructing knowledge networks in libraries based on realization of single point information.

Thank you