

# Perception and Attitude of Library and Information Science Professional towards knowledge Management: A Survey

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## Abstract

Knowledge management can be closely linked with activities that overlapped with library practices. Lack of credence on how this two concept interwoven makes library and information science professionals to held distinct understanding of the concept knowledge management, most especially on how it relate to librarianship and information management, that there is no unity of consensus on which knowledge management definition should be considered universally acceptable. The study adopted a survey research design in exploring the perception and attitude of library and information science professionals in Tamil Nadu towards knowledge management. Librarians in (CLNs) constitute the unit of analysis and their total population stood at 5,437 from which a sample size of 3000 was drawn using clustered random sampling techniques.

Questionnaire is the instrument for data collection which was administered on a web-based platform, Proprofs survey maker ([www.proprofs.com](http://www.proprofs.com)). But due to difficulties associated with web-based questionnaire, Only 389 participants respond to the survey, and a total number of usable, fully completed questionnaire is 369. Collected data was subjected to descriptive statistical analysis. The study reported that LIS professionals in Tamil Nadu perceived knowledge management as an allied field of study that expands the horizon of the profession, even though some still perceived it as another name for information management. This study suggested that, regulatory bodies and library associations should educate professional on the position of LIS professionals in knowledge management through seminars, research report, conference proceedings, symposiums and any other means at their disposal.

**Keywords:** Knowledge management; Perception; Attitude; Librarianship library and Information science professional.

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## INTRODUCTION

### *Background to the Study*

Knowledge management is a concept that first gains prominent in business world before transcending to other fields. This expression was give credence by Fraser-Arnott (2014)<sup>8</sup>, who asserted that knowledge management pre-existed in different forms before gaining prominent in business worlds in 1990s. It pre-existence in

various form is what is responsible for it multi-disciplinary dimensions, as several professions (such as: management science, information science, library science, cognitive science, computer science and so on) make claim to it origination as well as part and parcel of their professional domain. In consonance to this claims, Tjaden (2010)<sup>42</sup> and Tredwell (2014)<sup>44</sup> advocated that there is commonality between knowledge management and library practice. The hallmark of knowledge management was to promote integration of people, process, technology and organization structure in identifying, managing and sharing of organization intellectual capital across tools to all stakeholders. The expression above was buttressed with the fact that explicit knowledge would be managed (captured, stored, retrieved, shared, change and so on) in different ways to that gather over the years of experience (Frost, 2017).<sup>9</sup> The main purpose of knowledge management is essentially to harness the intellectual capital.

The success of any organization hinges on the successful implementation of knowledge management program, which encompasses management of both tacit (knowledge embodied in the mind of individuals) and explicit knowledge (knowledge embedded in process, organizational structure routine and so on).

## KNOWLEDGE MANAGEMENT

Knowledge management can be closely linked with activities that overlapped with library practices. This notion was established on the evidence that knowledge management coach for independent knowledge access which is synonymous with information literacy programs that ensure library users independently access information on their own. Librarianship can be seen as a field of study that encompasses other disciplines such as; communication and media studies, computer science, management science and information science (Orme, 2008).<sup>29</sup> In similarity to librarianship, knowledge management also has a strong link with information system, information management, human resource management and project management (Sarrafzadeh, Martin and Hazari 2010).<sup>36</sup> Several interpretations of how knowledge management and librarianship relate and interact with each other functionalities such as data mining intellectual property, information systems and decisions support tools.

## STATEMENT OF THE PROBLEM

Review of literature on knowledge management underscore that library and information science professionals held distinct understanding of the concept called knowledge management. And at that, there is no unity of consensus on which knowledge management definition should be considered universally acceptable (Nazim & Mukherjee, 2013).<sup>28</sup> Lack of consensus of opinion is what is responsible for inability of library and information science professionals to adequately position themselves for knowledge management program of their organization attitude towards knowledge management practice.

Literature has it that library and information science professionals find it difficult to actively engage in meaningful knowledge management program of their organization because of myopic understanding of the distinct dimension of knowledge management (Hussain and Nazim 2013).<sup>13</sup> Studies on knowledge management as it relate to librarianship is rich and elaborate, but study on perception and attitude of library and information science professionals towards knowledge management still remain scanty, as available literature and studies (Naushad and Daud, 2015; Nazim and Mukherjee, (2013)<sup>28</sup>; Rahmatullah and Mahamood, (2013)<sup>32</sup>; Siddike & Munshi, (2012)<sup>39</sup>; Rock Nuzzaman & Umamoto, (2009)<sup>34</sup>; Broadbent, 1998)<sup>4</sup> were bias toward a particular type of library (academic library), or institutions without having national or universal view. Bridging this empirical gap orchestrated the reason why the study strive to explore the perception and attitude of library and information science professionals in Tamil Nadu, South India, towards knowledge management.

## RESEARCH QUESTIONS

*The following are research questions answered by the study:*

- What do library and information science professionals in Tamil Nadu, South India, understand knowledge management to mean?
- What is library and information science professionals in Tamil Nadu, South India, disposition on relationship of knowledge management and librarianship?
- What opportunities knowledge management posed for library and information science professionals?

- What are the threats knowledge management posed for library and information science professionals?

## REVIEW OF RELATED LITERATURE

### *Perception and Attitude of Library and Information Science Professionals towards Knowledge Management*

Library and information science professionals have different views of knowledge management. This postulation is in alignment with Naushad and Daud (2015)<sup>27</sup> expression, where they demonstrated that perceptions differ among library and information science professionals on relationship between knowledge management and library practice, that there is no universally accepted consensus as to what level and how the two concepts interwoven or linked up. Koenig (1997)<sup>19</sup> defined knowledge management as a librarianship or information management by another name. In collaboration to that Hawkins (2000)<sup>12</sup> describe knowledge management as a new name for what library and information science professionals are known to be doing for years. In similar vein, knowledge management was delineated by Ruknuzzaman and Umemoto (2009)<sup>33</sup> as librarianship in new clothes.

Wilson (2002)<sup>45</sup> considered knowledge management as oxymoron concept and another management fad. Consideration for this assertion is not far fetch; as there is no universally accepted definition of knowledge management, some individuals consider it as management fad that just gain prominent for just short period of time (R. Padmavathy 2011).<sup>31</sup> In support of this assertion, Shanhong (2000) attribute knowledge management as another method of management. All of this differences in assertions and definitions show the level at which perception of knowledge management among library and information science professionals differs. Siddike and Munshi (2012)<sup>40</sup> found in their study that most library and information science professionals got to know about knowledge management in the literature and they have not done any course relating to it, so they consider it as management vogue.

But inspite of variance in perception, Roknuzzaman and Umemoto (2009)<sup>33</sup> observed that library and information science professionals have positive attitude toward it integration and assimilation into librarianship. In congruence to the that observation, was Nazim and Mukherjee (2013)<sup>23</sup> who observed in their study that there are various understanding

of knowledge management concept among library and information science professionals, even though they have a positive attitude word its integration into library operations. Buttersing the four forgoing, was the expression of Kebede (2010)<sup>15</sup> who emphasize that knowledge management have survive the test of time, and it's here to stay contrary to the opinion.

### *SWOT Analysis of the Position of Library and Information Science Professionals in Knowledge Management Practice or Program*

There are myriad of opportunities emanating from adoption of knowledge management practice in the library. Tedd and Southon (2001)<sup>43</sup> who pointed out that knowledge management is the rejuvenator as well as an accelerator that rejuvenate the image of librarianship who assert that, if library and information science professionals did not cease the opportunity of knowledge management, they risk being left out of competition. Sarrafzadeh (2005)<sup>35</sup> stressed that knowledge management present opportunity of new roles and responsibilities. Sarrafzadeh and Hazeri (2007)<sup>34</sup>, pointed out that ignorance of business and management goals has been the major barrier for library and information science professionals to engage in knowledge management program of their organization, Butler (2000)<sup>5</sup> submitted that knowledge management is an existing opportunity they have been recommending for library and information science professionals.

## KNOWLEDGE MANAGEMENT IN LIBRARIES

Knowledge sharing; lack of commitment on the part of management; lack of motivation for collaboration and many more (Maponya, 2004; Al-Hawamdeh, 2005; Rocknuzzana, Kanal & Umemoto, 2009);<sup>3</sup> with the great opportunities knowledge management presented to library and information science professionals to expand their horizon and to improve service delivery, Badghdadabad (2008) observed that introduction of knowledge management into library and information science curriculum is more or less a response to the threat of professional irrelevancy.

### *Empirical Studies in South India*

Naushad and Daud (2015)<sup>27</sup> carried out a study of perception of knowledge management among library and information science professionals in Central Universities. North India, their study showed

that library and information science professionals are aware of the concept knowledge management. They selected four (4) wide spectrum definition of knowledge management for respondent to choose from 31.25% of the respondents choose knowledge management to be acquisition, sharing and use of knowledge within organization, including learning process and management of information systems; 31.25% chose knowledge management to be creation and subsequent management of an environment which encourages knowledge to be created, shared and learnt, enhanced, organized for the benefit of the organization and its customer; 25% agreed to knowledge management as process of capturing value, knowledge and understanding of corporate information using information technology systems in order to maintain re-use and re-deploy knowledge, and the remaining 12.50% of the respondents, least group chose knowledge management to be the capability of an organization to create new knowledge, disseminate it and embody it in a products, services and systems.

#### ***Implication of Knowledge Management***

Sarrafzadeh, (2008)<sup>36</sup> carried out a study of applications of knowledge Management for Library and Information science profession where respondents were asked to pick their most preferred knowledge management definition, the study demonstrated that 52.6% of participants accepted knowledge management to be creation and subsequent management of an environment which encourages knowledge to be created, shared, learnt, enhanced and organized for the benefit of organization and its customers. The second most popular choice among library and information science professionals represent 25% respondents who accepted knowledge management definition to the acquisition, sharing and use of knowledge within the organization including learning, process and management of information system.

Perceptions of library and information science professional knowledge management was shown in the study and it revealed that 59% of participants (combining strongly agree and agree) perceived knowledge management as a new term for what library and information science professionals have always be doing in the past. Respondents representing 64.7% disagree with the notion that knowledge management is a management fad that gains prominent for just short period. In consonance to that, Keoing (2005)<sup>19</sup> study of comparative publication pattern of knowledge management with other management (total quality management and business process re engineering) revealed that

the volume of knowledge management trends did not drastically reduce compared to that of other management trends.

#### ***Knowledge Management Practices in Academic Libraries in a Changing Information Environment***

Mavotza and Ngulube (2011)<sup>26</sup> also carried out a study of knowledge management practices in academic libraries in a changing information environment, and their study demonstrated that 78% of the respondents disagree with the statement that knowledge and information are the same 12% opted not to give opinion and 10% agreed that they are synonyms. Further in their study 80% of participants agreed that knowledge management includes information management, 12% give no opinion while 8% disagree. As to whether knowledge management is synonymous with information management, 75% of the respondents disagreed while 15% gave a non-committal response and 10% agreed with the statement. Angioni, G (2011).<sup>2</sup>

Naushad & Daud (2015)<sup>35</sup> carried out a study of perception of knowledge management among library and information professionals in Central University in North India and the study showed that 93.375% of the respondents agreed (combining strongly agree and agree) to the statement and knowledge management can help library and information science professionals to be more relevant to their parent organization. The study further observed that knowledge management can increase job opportunities for library and information science professionals as agreed upon by 81.25% of the respondents. It was also stated that knowledge management can encourage library and information science professionals to gain new skills and in response to the statement, 93.75% agreed with this assertion. 87.50% of participants is agreed that knowledge management can contribute to the future prospect of the libraries and 68.75% accepted that knowledge management can help improve collaboration between different units of the library. The study also strive to examine threat associated with knowledge management for library and information science professionals and 75% of the respondent disagreed with their notion that knowledge management is a threat to the status and future of librarianship.

Sarrafzadeh (2008)<sup>3</sup> study of implications of knowledge management for library and information science profession underscored that 87.2% (strongly agree and agree combined) of participant confirmed that knowledge management provides new career

option for LIS professionals and respondents representing 79% (strongly disagree and disagree) with the notion that knowledge management is a treat to the status and future prospect of LIS profession. Knowledge management increases job opportunities for LIS professionals was agreed upon by 65.3% (strongly agree and agree combine) of respondents and 66.9% (strongly agree and agree combine) attested to the notion that knowledge management help LIS professionals to move from being service oriented to being value oriented in their service delivery.

Baghdadabad (2008) study of implications of knowledge management for library and information science education demonstrated that 96.1% of the respondents agreed with the assertion that library and information science professionals should engage fully in knowledge management with the 10.7% agreeing to the argument that library and information science professionals should focus on information management and leave the other dimensions of knowledge management to other disciplines. Another 70.2% of respondents agreed with the statement that library and information science professionals already possessed the potentials to manage both tacit and explicit knowledge of their organization.

A Wider debate on the skills of newly qualified library and information professionals, the library and information science curriculum and current employment requirement in the labor market has proven that knowledge management presents both opportunities and threats to library and information science professionals (Harper, 2013).<sup>11</sup> There are pressures on library and information science professionals to quickly as possible to assume new roles as required of them in current job advertisement.

## RESEARCH METHODOLOGY

### *Research Design*

The study adopted a survey research design since phenomenon at hand cannot be directly observed but through consensus of opinion of research subjects (respondents). A survey research design has the capacity for wide application and broad coverage which is used extensively in a library and information science to assess attitudes and characteristics of a wide range of subjects.

### *Study Population*

The target population for the study comprises of university/college/arts and science, school

technical / deputy / assistant library/ Librarian in south part of Tamil Nadu.

### *Sampling Technique*

The study adopted a clustered random sampling technique. Totally 500 respondents with active email address are drawn from each district of Tamil Nadu.

### *Instrument for Data Collection*

The researcher used a web-based questionnaire for collection of data, which was administered on a web platform, Proprofs Survey Maker (<http://www.proprofs.com>). The questionnaire is in two sections; the first section ask questions on demographic information of the respondents and the second section present the queries in alignment with the research objectives. The instrument was designed in four and five points Likert Scale, as well as yes art no questions.

### *Validity and Reliability of The Instrument*

The instrument was validated to ensure construct appropriateness, with the view of checking the extent to which is it accurately measures what it claims to measure. The instrument was given to five (5) research experts from the faculty of communication and information sciences.

The reliability of the instrument was determined using test-retest reliability testing. The instrument was administered twice to (10) masters students of department of library and information science, at interval of two weeks. The two data collected in the two period are subjected to correlation analysis and the Cronbach alpha calculation for the two data is 0.878, which was judged reliable enough for data collection.

## ETHICAL CONSIDERATIONS

The researcher ensures that no copyright of any author was infringed as all citations in the body of the work were all accounted for in the reference section using APA reference style of 6th edition. Information about the purpose and nature of the study was sent to respondents via short message service (SMS) for them to be able to choose whether to participate or not in the study.

### *Procedure for Administration of the Instrument*

The researcher administered the questionnaire on a web-based platform; [www.proprofs.com](http://www.proprofs.com) which was delivered to the email of respondents.

The researchers send the link to the survey to 3,000 librarians with functioning and active email account. Administration lasted for 32 days starting from 12th of May to 12th June 2022 only 389 participants respond to the survey, and a total number of usable, fully completed questionnaire is 369.

## ANALYSIS OF DATA

Based on quantitative data collection method adopted for the study, the quantitative data collected from the survey was analyzed using proprof Survey Maker Statistical Reports, which includes frequency counts and percentages.

**Table 1:** Demographic Information of the Respondents.

S. No	Demographic information	Frequency	Percentage	
1.	(% ) Gender	Male	221	60 %
		Female	148	40 %
		<b>Total</b>	<b>369</b>	<b>100 %</b>
2.	Age bracket:	Below 30	100	27 %
		31 - 40	110	29 %
		41 - 50	113	31 %
		51 - 60	40	11 %
		61 and above	6	2 %
		<b>Total</b>	<b>369</b>	<b>100 %</b>
3.	Highest Qualification:	B.Sc / BA / BLIS	112	30 %
		MLS / MLIS	154	42 %
		Ph.D	96	26 %
		Post - Ph.D	7	2 %
		<b>Total</b>	<b>369</b>	<b>100 %</b>
4.	Years of Experience:	0 - 10	127	34 %
		11 - 20	130	35 %
		21 - 30	90	25 %
		31 and above	22	6 %
		<b>Total</b>	<b>369</b>	<b>100 %</b>
5.	Place of work:	National Library	23	6 %
		Academic library	99	27 %
		Public library	36	10 %
		Special / Research library	50	14 %
		Information center	55	15 %
		Library School	67	19 %
		Archieve / Museum	18	4 %
		Others	21	5 %
<b>Total</b>		<b>369</b>	<b>100 %</b>	

*Source:* Field Survey

Table one above presents the demographic information of the respondents (library and information science professionals in Tamilnadu South india), and it shows that 60% (221) of the respondents were males while 40% (148) were females. This indicates that the survey attract more male participants than their female counterpart.

Out of the 369 library and information science professional that fully completed the survey, 31%

(113) which is the highest, falls within the age bracket of 41-50 years, followed by the 31 - 40 years which constitute 29% (110), while 27% (100), 11% (40) and 2% (6) of the participants falls between the following age range; below 30 years 51 - 60 years and 61 years and above respectively.

The respondents were grouped into six (6) geopolitical zones, alongside the geographical location of their place of work or place of residence.

South West zone dominate with 28% (102) participants, followed by North Central zone that have 21% (79) participants and North West zone having 21% (77) participants, while others like South East zones, South-South zones and North East zones had 14% (50), 9% (35) and 7% (26) participants respectively.

Majority of the respondents are Master holders, which constitute 42% (154) of the respondents, followed by 30% who held Bachelor degree, while 26 % (96) of respondents are PhD holders and 2%

(7) post-PhD holders.

Most of the respondents work in academic libraries, and they constitute 27% (99), follow by 19% (67) that lecture in library schools and some others that work in information / documentation centre which constitute 15% (55). Numbers in special / research library constitute 14% (50), that of public library is 10% (36), those in Archival institution and museum are 4% (18), while the remaining 5% (21) works with other organizations

**Table 2:** Library and Information Science Professionals' Most Preferred Definition of Knowledge Management (N=369).

S. No	Definitions of knowledge management	Frequency	Percentage
1	The process of creating, storing, sharing, applying, and reusing organization knowledge to enable and organization to achieve its goals and objectives in term of resources, documents and people skills (IFLA)2015.	141	38%
2	A purposeful management process that creates, capture, store, exploit, share and apply both implicit and explicit knowledge for the benefit of the employees, organization and its customers (Jain,2007)	50	14%
3	Management of information flow and the application of people competencies, skills, talents, thought, ideas, intuitions and commitments, innovations and imagination (Broadbent,1988).	41	11%
4	A process or practice of creating, acquiring, capturing, sharing and using knowledge, wherever it resides, to enhance learning and performance in the organization(Skyrmes, 1997)	33	9%
5	A sustainable effort that chose to establish an enabling environment where organization gains competitive advantage through the process of an organizational culture of knowledge creation, sharing and utilization which constitutes the intellectual capital or knowledge asset of such organization (Researcher definition of KM).	104	28%
<b>Total</b>		<b>369</b>	<b>100%</b>

*Source:* Field Survey

outside those mentioned.

In table two above, respondents where asked to fix their most preferred definition of knowledge management from selected definitions, and most respondents representing 38% chose IFLA (2015) definition of knowledge management followed by 28% participants who chosen researcher's definition

of knowledge management, while others choose Jain (2007)<sup>14</sup>, Broadbent,(1998)<sup>4</sup>, and Skyrmes, 1997 definitions of knowledge management constitution 14%, 11% and 9% respectively. Participants seem to put up-datedness into consideration while choosing most preferred definition as well as minding the authoritative source of the definitions.

**Table 3:** Perceptions of Knowledge Management Among Library And Information Science Professionals (N = 369).

S. No	Perceptions of knowledge management	Frequency	Percentage (%)
1	A case of librarianship in new clothes are of old wine in new bottle	63	17%
2	A new discipline in librarianship	86	23%
3	Another name for information management	107	29%
4	Oxymoron concept different from librarianship	2	0.75%
5	Management fad that gains popularity for a short period of time	4	1.25%
6	An allied field of study that tends to expand the horizon of librarianship	107	29%
<b>Total</b>		<b>369</b>	<b>100%</b>

*Source:* Field Survey

Table three presents the perception of knowledge management among library and information

science professionals in India. The data distribution in the table illustrates that 29% (107) of the

respondents perceived knowledge management to be an allied field of study which tend to expand the horizon of librarianship, another 29% (107) of the respondents perceived it as another name of information management. Some respondents that constitute 23% (86) considered it as a new concept and discipline in librarianship. 17% (63) of respondents perceived knowledge management to be a case of librarianship in a new cloth, a handful number of participants still considered it as management fad and oxymoron concept representing 1.25% (4) and 0.75% (2) respectively. Majority of the respondents consider knowledge

management as an allied field of study because it gain popularity in the business world and recently introduced to into the curriculum. Another set of majority considered knowledge management as information management rebranding and relabeling as both shared almost the same process, techniques and technologies.

**Research question four:**

What opportunities does Management pose for Library and Information Science Professionals, Tamil Nadu, South India.

**Table 4:** Opportunities pose by Knowledge Management for Land Information Science Professionals (N=369).

S.No	KM opportunities for librarians	Strongly Agree	Agree	Un decided	Dis agree	Strongly Disagree	Remark
		Freq. (%)	Freq. (%)	Freq. (%)	Freq. (%)	Freq. (%)	
1	Knowledge management provides librarians with an opportunity to collaborate with other units of the organization and become more integrated into the goals and objectives of the organization	137 (37%)	204 (55%)	19 (5%)	7 (2%)	2 (1%)	Agree
2	Knowledge management can help librarians to be more relevant to their organization.	148 (40%)	187 (51%)	24 (6%)	7 (2%)	2 (1%)	Agree
3	Knowledge management expands	185 (50%)	159 (43%)	14 (4%)	8 (2%)	3 (1%)	Strongly Agree
4	The horizon of library and information science professionals. Knowledge management encourages librarian to gain new skills and competencies	222 (60%)	105 (28%)	25 (7%)	11 (3%)	6 (2%)	Strongly Agree
5	Knowledge management provides new career options for LIS professionals	149 (40%)	194 (53%)	16 (5%)	5 (1%)	5 (1%)	Agree
6	Knowledge management can enhance librarian participation in decision making of their parent organization.	112 (30%)	228 (62%)	17 (5%)	8 (2%)	4 (1%)	Agree
7	It can contribute to the improvement of future prospect of the librarianship	164 (44%)	171 (46%)	22 (6%)	9 (3%)	3 (1%)	Agree
8	Knowledge management education can help LIS professionals to respond more effectively to their users' information need.	186 (50%)	158 (43%)	20 (5%)	3 (1%)	3 (1%)	Strongly Agree
9	Knowledge management causes a shift of paradigm for LIS professionals to move from service-oriented to value-oriented in their operation.	174 (47%)	167 (45%)	22 (6%)	3 (1%)	3 (1%)	Strongly Agree

**Source:** Field Survey

The table above shown opportunities knowledge management posed for library and information science professionals, and it was revealed that most respondents representing 55% agreed that knowledge management provides librarians with an opportunity to collaborate with other units of organization and another 37% strongly agreed with the assertion. Knowledge management help

librarians to be more relevant to their organization was agreed upon by 51% respondents and strongly agreed by 40% participants. Most respondents representing 50% strongly agreed and 43% agreed that knowledge management expands the horizon of library and information science professionals.

Knowledge Management encourages librarian to gain new skills and competencies was strongly

agreed upon by 60% respondents and Agreed upon by 28% participant representing 53% agreed that knowledge management provides new carrier option for LIS professionals while 40% strongly agreed with the expression. Majority of respondents that constitute 62% agreed with the assertion that knowledge management can enhance librarian participation in decision making of their parent organization while only 30% strongly agreed. 46% and 44% agreed and strongly agreed that knowledge management will contribute to the

future prospect of librarianship prospectively.

Knowledge management education can help LIS professionals to respond more effectively to their users' information need was strongly agreed and agreed upon by 50% and 43% respondents respectively and finally 47% and 45% participants strongly agreed and agreed respectively upon the assertion that knowledge management make LIS professionals move from service oriented to value oriented services in their parent institutions or organizations.

**Table 5:** Threats pose by Knowledge Management For Library And Information Science Professionals (N=369).

S. No	KM opportunities for librarians	Strongly Agree	Agree	Un decided	Disagree	Strongly Disagree	Remark
		Freq. (%)	Freq. (%)	Freq. (%)	Freq. (%)	Freq. (%)	
1	Knowledge management is a threat to the status and future of LIS professionals is not fully embraced	112 (30%)	157 (43%)	19 (5%)	48 (13%)	33 (9%)	Agree
2	Knowledge management put pressure on LIS professionals to acquire new skills and competencies	167 (45%)	166 (45%)	10 (3%)	16 (4%)	10 (3%)	Strongly Agree
3	Knowledge management subject librarians to the risk of irrelevancy if they fail to acquire required skills and competencies.	133 (36%)	121 (33%)	47 (13%)	36 (10%)	32 (8%)	Strongly Agree
4	Involvement of other disciplines in knowledge management increases the competition in labor market	128 (35%)	196 (53%)	20 (5%)	19 (5%)	6 (2%)	Agree
5	Knowledge management can render traditional library practice obsolete.	146 (40%)	123 (33%)	40 (11%)	32 (9%)	28 (7%)	Strongly Agree

*Source:* Field Survey

The table above present threats posed by knowledge management for library and information science professionals and it shown that knowledge management posed danger for the future status and nomenclatures of LIS professionals if not fully embraced as part of required competencies for the position of a librarian with 43% and 30% agreeing and strongly agreeing respectively to the assertion. In a similar vein, 45% and 45% respondents (strongly agree and agree combined together making 90%) attested to the fact that knowledge management put pressure on LIS professionals to keep on acquiring more and more skills and competencies. Participants representing 36% and 33%, strongly agreed and agreed respectively that LIS professionals risk been irrelevant to their parent institutions or organizations if they fail to acquire required knowledge management skills and competencies. Participants agreed 53% and strongly agree 35% that involvement of other disciplines in knowledge management increases the competition in labor market for LIS professionals and that

knowledge management can render traditional library practice obsolete as it was strongly agreed and agreed upon by 40% and 33% of respondents respectively.

## DISCUSSION

Knowledge management is an encyclopedic phenomenon that is pervasive in many fields of learning and disciplines. Findings from the study proclaimed that prominent perceptions of knowledge management among LIS professionals in India include knowledge management as an aliied field of study which tends to expand their horizon of the profession. The same percentage of participants with above perception observed knowledge management to be another name for information management. In solidarity to that, literature has it that knowledge management is librarianship or information management by another name as pointed out by Koeing, (1997)<sup>19</sup>. Just in harmony with that, Hawkins (2000)<sup>13</sup>, and

Sarrafzadeh (2018)<sup>36</sup> contend that knowledge management is a name for what LIS professionals are known to be doing for years. Contrary to the foregoing, Mavodza and Ngulube (2011)<sup>26</sup> study rejected the notion that knowledge management is synonymous with information management that knowledge management is elaborate and more encompassing from which information management is a branch. Some participant still considered knowledge management as a new concept that was recently introduced into LIS curriculum while others agree.

Findings in the study have it that knowledge management is not oxymoron concept different from librarianship and not a management fad that gains popularity for short period of time. This was in correspondence with Koenig (2005)<sup>20</sup> and Sarrafzadeh (2008)<sup>36</sup> study, which observed that knowledge management is still more prominent in publications compare to other management trends that fade in short period of time of gaining popularity.

Majority of LIS professionals in India, South Part, India, definition of knowledge management, and rationale behind that is the fact that International Federation of Library Association (IFLA) is an international body representing the interest of libraries and information professionals, therefore information and publications emanating from such association is considered satisfying and accepted. Researcher's definition of knowledge management alongside creating an enabling environment through organization culture of knowledge creation, sharing and utilization for the purpose of extracting value from intellectual capital (organization's knowledge base) to gain a competitive advantage was also accepted by a reasonable amount of participants. This was incoherence with Naushad and Daud (2015)<sup>27</sup> study of perception of knowledge management among LIS professionals in North India where wide spectrum definition of knowledge management was presented to participants to choose from, and majority endorsed knowledge management as a creation and subsequent management of environment which encouraged knowledge to be created, shared, learnt, enhanced and organized for the benefit of organization and its clients. Acceptance of knowledge management alongside enabling environment indicated that environment in which organization operates is very crucial to successful knowledge management initiative of any organization or institution, this is because organization attracts and extract knowledge from

both internal and external environment in which it operates.

Findings from the study exhibited that knowledge management provides LIS professionals the opportunity to join forces with other units and departments within the organization or institution, it was also affirmed that it makes them to be more relevant to the organization or institution they are serving. It creates new career option and as well expands the horizon of the profession. It manifested in the study that knowledge management encourages LIS professionals to gain more skills and competencies which also increase their participation in decision making in the organization. The study exhibited that knowledge management contributed to the future prospect of the profession as they shift from support service to value-oriented services in the organization. The findings of the study are coincidence with Naushad and Daud (2015)<sup>27</sup> study of the perception of knowledge management amongst LIS professionals in Central University in North India, which indicated similar opportunities. Same can be said of Sarrafzadeh (2008)<sup>36</sup> study of the implication of knowledge management for LIS professionals, which indicated new career option and paradigm change from service oriented to value oriented as opportunities knowledge management posed for LIS professionals.

Literature has it that knowledge management is not a threat to the status and future of LIS profession (Sarrafzadeh, 2008)<sup>36</sup> Naushad & Daud, (2015)<sup>27</sup>, but current study Prove otherwise that it posed danger to future prospect and status of the profession if not fully integrated into the curriculum and also if libraries schools should fail to become major provider of knowledge management education. The disparity in reports could be as a result of the quality of training LIS professionals where former studies were carried out were subjected to, which makes them be well assure of their job security compared to where current study is been conducted. The study further conceded that knowledge management put pressure on LIS professionals to acquire new skills and competencies just as in the study of Kinkus (2007).<sup>17</sup> It was also revealed that LIS professionals risk been irrelevant if they failed to fully embrace knowledge management practice, that involvement of other disciplines in knowledge management makes competition in the labor market to be tighter. The study also proclaimed that knowledge management rendered traditional ways of doing things obsolete as we are experiencing a drastic change in users preference for information access as well advancement in information technology.

## CONCLUSION

Knowledge management manifested in many fields of studies and this multidisciplinary attribute is what is responsible for many claims of its ownership from a different professions. In spite of the argument and debate on which profession actually originated knowledge management practice and education, library and information science professionals remain a major players and drivers of knowledge management because rudiments of knowledge management already existed in library and information science practice. Knowledge management is not a new phenomenon as far as librarianship is concerned, such that it has always been an integral part of what LIS professional have been doing for years. The only thrust about knowledge management which differentiate it from information management and librarianship is the fact that collective knowledge, expertise, experience, intuition and belief of organization workforce is considered intellectual capital for an organization, and they were expected to be managed like every other knowledge resources. That if fully embraced will expand the horizon of the profession and as well bring about new career options.

LIS professionals that are exposed to competencies wider than the narrow scope of librarianship such as management of experience, know-how, and expertise as a knowledge, leadership and managerial role, communication and interpersonal relationship, information technology and much more. Ability to manage organization intellectual capital ensure their participation in major decision making in the organization most especially now that they were moving from service oriented to value oriented in their mode of operations. The current study has it that knowledge management is a threat to the future prospect of library and information science profession if it was not fully embraced and integrated into the curriculum. It was also pointed out that library and information science schools needed to be a major provider of knowledge management education if they wanted to be relevant in the face of competition from other professions practicing Knowledge management. Traditional library practice was treated to be obsolete in the face of knowledge management.

## RECOMMENDATION

For a better understanding of knowledge management as regards to its relevance to librarianship among LIS professionals, regulatory

bodies like librarian registration councils as well as library associations needed to publicize knowledge management practice through seminars, research, conference, symposium etc. This will enlighten professionals more on phenomenon associated with Knowledge management and position of LIS professionals. LIS professionals should be more value oriented than service oriented in their operation as this will foster their participation more in decision making of their organization. LIS professional should not restrict themselves to traditional practice but rather expand to areas that will enable them to manage information resources as well as expert knowledge of organization workforce.

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