Nat. Volatiles & Essent. Oils, 2021; 8(4): 116-129

Knowledge Management Practices in Fisheries Sector of Telangana

[1]M. Rajanikanth, [2]Dr. G. Archana, [3]N. Durga bhavani

[1]D.P.O T.S. Secretariat.
[2]Associate Professor MRCET.
[3]Asst.Professor MRCET.

Abstract

In the world of globalization any fields of business segments are considered to be competing with each other to attain top position in the respective markets. Sustaining with regular framework of working concepts may not lead to big results. Each organizations extends their own suitable strategies to develop the market share which includes most competitive production, pricing, technology and even sales promotions etc. The main concept of the top level management has understood the customers in a better perview. Producing a product without concern of customer's choice and views leads to downfall of the product instead understanding the customers through research activities regarding their core preferences make the product boost up the sales and overall satisfaction of the customers. The upmost concern of today's business concept is all about maintaining quality assurance and delivering the best quality products to gain the confidence of the customers leading to the loyalty.

The main objective of the organization is to maintain its position unmatched to others in the market by leading in all parameters. The emergence of knowledge management is one of the most sought out concept in the present context of huge competition threats within the same markets and industry.

This paper attempts to explain the Knowledge Management practices & challenges in Telangana State. Highlighting the practices and need for researching human resource development in the Fisheries sector of the study. The need for the study reflects the needs to promote the stakeholders of fisheries and probe into the relationships between knowledge management practices and challenges.

Keywords: Knowledge management, globalization, fisheries management

Introduction

Knowledge Management may be defined as per sanskrit sloka according to the Indian mythology, in this way Guru which means teacher is compared to a supreme being, The reason we draw, this type of conclusion is because first 2 letters of GURU indicate that 'GU' means darkness, ignorance, lack of Knowledge and no light, and RU means the removal of malice or limitations. Therefore, lack of Knowledge means ignorance and if that is removed it amounts to be Knowledge. Hence, it is rightly said "Knowledge is Power".

Today the focus is shifted to explore and exploit knowledge as assets for effective management. It is quite clear that the present context of knowledge base products and services change the structure of the global economy.

It cannot be overemphasized but Knowledge Management plays an important role in all spheres of business: finance, marketing, research and development, artificial intelligence, human resource control, and corporate governance. The success or failure of any enterprise largely depends on the knowledge capital of an employer.

Knowledge is considered as moving from 'aganan' to 'viganan' or in other words a level from the unknown to the known. The quest for knowledge is a burning desire for bringing out new things, either in the form of invention or innovation is leading to exploration of intellectual accomplishments.

Definitions:

`Many authors have tried to define Knowledge Management showing their perspectives. Some of these are discussed below.

Beckman, 1999 defines Knowledge as collection from the down to the earth to the reasonable and Philosophical and from the narrow line to the broader aspect.

Practical Definition

Turban (1992) said, **"**Knowledge is data that has been sorted out and broke down to make it intelligible and appropriate to critical thinking or basic leadership".

Conceptual Definition:

Clarke (1998) defines "Knowledge as an understanding of why and how something functions".

Davenport, De Long and Beer (1998) define "Knowledge is just expressed as data joined with understanding, setting, elucidation, and reflection.''

PHILOSOPHICAL DEFINITION:

Wiig (1993) accepted that "Knowledge comprises of facts and convictions, viewpoint and ideas, decisions and desire philosophies and expertise."

Need For The Study

Knowledge Management is relatively a new concept and therefore, much research has to be done about the various aspects related to it. It is important to understand whether the Knowledge Management and Knowledge Management Practices are serving the purpose. As very little research is done in this part of the topic, Knowledge Management Practices in the Fisheries Sector of Telangana State gains relevance.

- A fishery as a sector provides livelihood opportunities to millions of people transversing the world.
- Fisheries sector feeds billions of people in the world. Therefore, there is a need to endorse the fisheries sector through research and development.
- Knowledge Management is an important function to generate the output of research and promote it to all the stakeholders of fisheries. Therefore, there is a need to study the areas of Knowledge Management practices.
- There is also a need to assess the challenges of Knowledge Management and to explore the

relationships between Knowledge Management practices and challenges of Knowledge Management.

Telangana Government Schemes

Introduction

Among the other sectors fisheries is one of the quickest developing parts creating jobs in the market.

The segment contributing 0.6 percent to the state GDP and assumes a significant job in the general financial advancement of anglers families in Telangana by giving nourishment, sustenance security and work security.

The area has a significant job in the general financial improvement of Telangana.

Vision

The targets to expand fish creation and efficiency of Telangana Government by giving:

- In reverse and forward linkages, upgrading occupations of fishers.
- Accomplishing independence in the creation of fish seed.
- Guaranteeing accessibility of fish to the buyers at a moderate cost and in a clean condition.
- Improve the showcasing foundation and actualizing of welfare programs.

INLAND FISHERY RESOURCE: 3rd Rank

INLAND FISHERY RESOURCE

S. No.	**State**	**Total WSA in Lakh (Ha)**
1	Karnataka	7.33
2	Tamilnadu	6.33
3	**Telangana**	**5.62**
4	Uttar Pradesh	4.32

Telangana States rank third in W.S.A with 5.62 lakhs, when compared to Karnataka state (7.3), Tamilnadu state (6.33) and Uttar Pradesh state (4.32).

FISH PRODUCTION: 7th Rank

FISH PRODUCTION

S. No.	State	Total production in Lakhs (Tons)
1	Andhra Pradesh	14.89
2	West Bengal	14.38
3	Uttar Pradesh	4.94
4	Bihar	4.79
5	Chhattisgarh	3.14
6	Odisha	3.06
7	**Telangana**	**2.70**

Telangana State ranks seventh in the Fish Production as compared to the Odisha (3.60), Chhattisgarh (3.14), and Bihar (4.79) Uttar Pradesh4.94 West Bengal (14.38) and the First Place Andhra Pradesh

Objectives

The objectives of the Knowledge Management practices and challenges are as follows

1. To study Knowledge Management Practices and challenges perceived by its functionaries.
2. To analyze Knowledge Management Practices and challenges according to the designation of the functionaries in the department of fisheries.
3. To analyze Knowledge Management Practices and challenges according to the level of Management of the functionaries in the department.
4. To examine Knowledge Management Practices and challenges according to the years of service of the functionaries in the department.
5. To analyze Knowledge Management Practices and challenges according to the span of control of its functionaries in the department.

Scope Of the Study

The scope of the study includes understanding the practices in the Indian fishery industry. The study will also attempt to understand the functioning of the fishery industry's onboard personnel. The study will be extended to identify the qualities and shortcomings of knowledge management practices of the fishery industry. For this, the research will focus on the performance appraisal system and the training and development policy of the industry. Based on the research, the study, at last, would recommend necessary steps for overcoming the Knowledge Management challenges faced by the Fishery Industry of India. Academic researchers aim for betterment and

development of society in the fisheries department. By this study, it aims at motivating the employees in the organization. A list of stakeholders in the fisheries department is given below

Research Design

Research design is based on the objectives framed for the Knowledge Management practices in fisheries sector. To understand the research problem, exploratory research is conducted, and multiple cross-sectional descriptive researchers are employed to collect and analyze the data. The exploratory phase of this research included two main phases: an extensive review of literature and interview with a few fisheries sectors.

Data Collection methods

The permission for data collection is first obtained from Osmania University and the administration of fisheries departments of Telangana State. The researchers approached the respondent's department wise and explained each of them about the study objectives and sought for their interest to participate. Once they agreed to participate, the questionnaire was distributed. They were given ample time as per their convenience for filling up the questionnaire. The simple random technique was applied for data collection. The flow chart given below details various procedures adopted for data collection.

Sources of Data: Both primary sources and secondary sources will be used for collecting the data for the study.

Primary sources include a structured questionnaire, textbooks, journals, magazines, reports, thesis, and research reports.

Secondary sources include the printed and electronic sources, website information, data series, and online journals.

Pilot Study

A pilot study was conducted for 70 respondents, approximately 32% of the sample size, to know the reliability of the questionnaire.

The Cronbach's Alpha is performed to test the internal consistency of the scales to measure Knowledge Management Practices and Knowledge Management Challenges.

Cronbach's Alpha	No. of Items
.946	45

Knowledge Management Practices in the Organization

Section	Statement
KM PRACTICES	We have systems which are developed not only to capture but also store important ideas and knowledge
	The systems are efficiently built to assign codes and segment the ideas in an easier format for further use
	The department of information and technology attributes in capturing, categorizing storing and retrieving. Knowledge and ideas which are resource able to the company
	Monitoring the best-prescribed practices which are extended for future Study
	The mistakes during the process are considered for a makeover leading to the perfection of the assigned work.
	Relevancy and appropriate information and knowledge are prioritized.
	The updating and accurate maintenance of valuable information is Regularizes
	The wide experience and competent skill set are the Knowledge system of the organization.
	Tracking of actual required information becomes difficult among the available resources.
	The knowledge possessed by our company is often used which is in generated through experience or any external resources.
	We have proper systems and specific venues for people to explore and brainstorm their knowledge among themselves.

	The superior at the top level are informed about the ideas and knowledge.
	The subordinate at middle and entry-level are also equally shared with information.

Knowledge Management Challenges in the Organization

KM CHALLANGES	The availability of Knowledge Management systems is not provided by the organization.
	Leaders are not encouraged by the employees.
	Not having any kind of awareness about the Knowledge Management practices.
	Lack of understanding Knowledge Management
	Employee resistance
	Poor organization of internal business
	Lack of adequate technology
	Lack of structured procedures
	Time constraint
	Lack of standard work processes
	Diverse individual cultures
	Lack of project documentation
	Nature of projects
	Lack of organizational culture
	Lack of training and support

Review of literature :

Literature review is concerned with Knowledge Management practices in fisheries sector of Telangana State. Presentation of existing studies on Knowledge Management Practices, Challenges and Effectiveness and its outcome, reveals identification of research gap followed by hypotheses development.

T Naresh Kumar[1] has conducted a study with the objectives- to understand the perceptions of employees about knowledge management practices in IT companies in India and find that Psychological

Empowerment is one of the causal factors for Job Satisfaction, Organizational Commitment, and Work Performance.

C R Rene Robin[2] has conducted a study with the objectives- to provide educational based ontology software risk management system (SRMONTO) has been designed and developed. To remove overlaps in the existing ontologies and to create a common repository of the knowledge base, a fully automated ontology merging system has been designed and developed.

V C Ravichandran[3] has studied, the Unified Theory of learning and Spatio-temporal model for maximizing learning concluded that Knowledge Management research and practice in the context of higher education .presented a solution addressing the challenges of the current Higher education system in India.

Findings Related To Profile Of The Employees

In this part, the findings related to the profile of the employees are presented.

Age and Fisheries Department: In Fisheries department, 25.70 percent employees were found to be from the age group of 20-28; whereas 37.38% employees from the age group of 29- 44, and 18.69% from the age group of 45-54, 18.22 percent employees who are over 55 years

Qualifications and Fisheries Department: When educational qualification is compared against the fisheries department, it is found that a majority of the employees have pursued up to 10th standard (12.61 percent), intermediate (14.01 percent), graduation (41.12 percent), post- graduation (17.28) and diploma (11.21 percent) **Gender and Fisheries Department**: It was found that the male employees are more in number in the fisheries department (79.90 percent) when compared to the female employees in the fisheries sector, which are (20.09percent)

Department Level and Fisheries Department: It was observed that the employees at the operational level (54.20 percent) are more than the employees at the administration level (42.99 percent)

Findings Related To Knowledge Management Practices

In this part, the findings pertaining to KM practices in the fisheries sector are briefly presented

Knowledge Management consists of five dimensions: Knowledge Culture, Knowledge Sharing, Knowledge System, Knowledge Memory, and Knowledge Benchmarking.

Age Group And Knowledge Management Practices:

Knowledge culture practices were found to be more conducive to age group 45 to 54 with a means score of (23.4800) as against the age groups 29 to 44 and 20 to 28 with mean scores of (23.2407) and (23.1250) respectively. Knowledge sharing practices were found to be more conducive age group 29-44 with mean scores of (15.6389) as against the age groups 20-28 with mean scores of (15.5714) Knowledge System were also more conducive to age group 20-28 with a mean score (20.3571) as

against the age group 45 to 54 with a mean score (20.2000) and the managers of age group 29to 44 with a means score (19.9722).

Knowledge Memory was found to be more conducive to age group 20 to 28 with a mean score (21.0536) as against the age group of 29 to 44 with a mean score (20.7500) and the age group 45-54 with a mean score (20.1800).

Knowledge Benchmarking was found to be more conducive to fisheries department age group 29 to 44 with a mean score (19.6481) as against the age group of 20 to 28 with a mean score (19.6250) and the age group of 45 to 54 with a mean score (19.2400).

Findings Related To Knowledge Management Challenges In Fisheries Sector.

In this part, the findings pertaining to Knowledge Management challenges in the fisheries sector are presented briefly.

Age And Knowledge Management Challenges:

The data revealed that with regard to lack of available KM systems managers who belong the age group of 45 to 54 have a mean score (4.12) With regard to Lack of leadership support, with age group 45 to 54 with mean score (3.76) While in the case with Lack of awareness, mangers with age group 45-54 with mean score (3.69), While in the case of lack of understanding, age group 20 to 28 with mean score is (3.50). While in the case with employee resistance the mangers in the age group 29-44 mean score with (3.36). With regard to poor organization of internal business, managers who belong to 45-54 with a mean score (3.68).With regard to Lack of structured procedures mangers in the age group 45-54 with the mean score(3.76) With regard to time constraint, managers in the age group 45-54 scored more score (3.92). With regard to lack of standard work process, managers in the age group 45-54 with a mean score (3.88), With regard to Diverse Individual culture, managers with age group 45-54 with a mean score (3.76). With regard to lack of project documentation managers in the age group 45-54 with the mean score (3.74), With regard to Nature of Project, managers in the age group 20 to 28 with a mean score (3.88), With regard to lack of Organization structures managers in the age group 20 to 28 with a mean score (3.48). With regard to lack of Training and Support managers with a mean score (3.48).

Gender And Knowledge Management Challenges

It was found that lack of available KM system more conducive when compared to the female employees (mean score 3.20). With regard to the lack of leadership support female with a mean score (2.84288) than the male mangers with a mean score (3.47). With regard to lack of understanding KM, females scored (3.33) which are more than that of the males (3.20). With regard to lack of available Knowledge Management system, female managers with a mean score (4.02) than the male managers with a mean score (3.86) with regard to poor organization of Internal business, females managers with a mean score (3.56) than the male Managers (3.13). With regard to the lack of adequate technology, female managers scored a mean score (3.56) than the males with a mean score ((3.36). With regard to

the lack of structured procedure the female managers with a mean score (3.70) than the male with a mean score (3.26).With regard to time constraint, Female Managers with a mean score (3.67) than the male Managers (3.67). With regard to the lack of standard work process, female managers scores (3.59) than the males (3.51). With regard to lack of Project documentation females scored (3.65) than the male's managers (3.56). With regard to Nature of Project, males scored (3.64) which is more than the female (3.40).With regard to Lack of Organization Structure male with a mean score (3.46) than the Female managers with a mean score (3.40). With regard to Lack of training and support, males scored with a mean score (3.25) than the females with a mean score (3.21).

EDUCATIONAL QUALIFICATION AND KNOWLEDGE MANAGEMENT CHALLENGES.

It is evident from the table that as concerns the lack of available K.M systems managers with Diploma scored more score (4.31) than Graduation (3.71), Intermediate (3.77), Post- graduation (3.71) and up to S.S.C (3.67). With regard to lack of leadership support, Managers with Diploma scored more Intermediate (3.93), Graduation (3.71), and Diploma (3.62), Post Graduation (3.32) and up to S.S.C (3.24). With regard to lack of awareness of K.M. practices Managers with Post, Graduation scored more (3.24) up to S.S.C (3.31) Graduation (3..52) Intermediate (3.61) and Diploma (3.63), With regard to lack of understanding in K.M. managers up to Intermediate scored more score(3.50), Graduation (3.34), Diploma (3.15), Post-graduation (3.05) and up to S.S.C (2.91) With regard to employee resistance.

Managers with Intermediate scored more score (3.30), Post-graduation (3.26), Diploma (3.23) ,Graduation (3.21) and up to S.S.C (3.09) , With regard to poor organization of Internal Business Managers with Graduation (3.47), Intermediate(3.37), up to S.S.C (3.33), Post Graduation (3.05) and Diploma (3.00). With regard to lack of adequate technology managers, Post Graduation (3.50), Graduation (3.33), up to S.S.C. (3.33), Diploma (3.38) and Intermediate (3.31). With regard to lack of structured procedures managers with Diploma scored more score (3.50), Post Graduation (3.34), Graduation (3.33), up to S.S.C. (3.33), Diploma (3.38) and Intermediate (3.31). With regard to time constraint Managers with Graduation (3.60), Intermediate (3.53), Diploma (3.50), Post graduation (3.45), and up to S.S.C (3.42). With regard to lack of Standard work process managers scored more score (3.68), Diploma ((3.46), Intermediate (3.40), Graduation (3.40) and up to S.S.C (3.36). With regard to Diverse Individual, Culture Managers scored more score Post graduation (3.95), up to S.S.C (3.88), Graduation (3.45), intermediate (3.37) and Diploma (3.31). With regard to the lack of Project, Documentation managers scored more score up to S.S.C (3.85).Post-graduation (3.71), Graduation (3.49), Diploma (3.46) and Intermediate (3.43). With regard to Nature of Project on lower level Managers scored more score with up to S.S.C (3.79), Post-graduation (3.66), Intermediate (3.57), Graduation (3.57) and Diploma (3.42). With regard to lack of organization structure managers scored more score with Diploma (3.69) up to S.S.C (3.55), Graduation (3.52), Intermediate (3.33) and Post Graduation (3.13). With regard Lack of Training and Support scored more score with Diploma (3.42), Graduation (3.32), Post Graduation (3.18) up to
S.S.C (3.15) and Intermediate (3.03).

Experience And Knowledge Management Challenges

With regard to lack of leadership support Managers with an experience of more than twenty years scored more score (3.72) than the experience of 2-19 years (3.59) than the less than one year (3.49). With regard to lack of awareness of K.M. practices managers with experience of 2-19 years scored more score (3.60) than the less than one year (3.48) and more than the twenty years experience (3.17) With regard to lack of understanding in K.M. managers with experience of less than one year scored more score (3.33) than the 2-19 years (3.33) and the experience more than the twenty years experience (2.91). As with regard to employee resistance, managers with experience of 2-19 years scored more score (3.34) than the experience less than one year (3.20) and the experience of more than the twenty years of experience (3.17). With regard to poor organization of internal business managers with experience of less than one year scored more score (3.41) than the 2-19 years (3.37) and the experience of more than twenty years of experience (3.0). With regard to lack of adequate technology managers with experience of less than one year scored more score (3.41) than the 2-19 years (3.37) and the experience with more than the twenty years of experience (3.25). With regard to lack of structured procedures managers with experience less than one year scored more score (3.49) than the 2-19 years (3.13) and the experience of more than the twenty of experience (3.28) With regard to time constraint managers with less than one year scored more score (3.56) than the experience of 2-19 years (3.47) and the experience of more than twenty years of experience (3.47) . With regard to lack of standard work process managers with experience of less than one year scored more score (3.52) then the 2-19 years experience (3.47) and the experience of more than twenty years of experience (3.34). With regard to Diverse Individual Culture, managers with experience 2-19 scored more score (3.66) than the experience of less than one year (3.56) and more than the twenty years of experience (3.43). With regard to lack of project documentation managers with experience less than one year scored more score (3.70) than the 2-19 years (3.66) and the experience of more than the twenty years of experience (3.26). With regard to nature of project on lower-level managers with less than one year scored more score (3.80) than the experience 2-19 years (3.78) and the experience more than twenty years of experience (3.04). With regard to lack of organization structure managers with less than the one year experience scored more score (3.69) than the 2-19 years experience (3.46) and the experience with more than the twenty years of experience (3.15). With regard to lack of training and support managers with experience with less than one year scored more score (3.64) than the 2-19 years experience (3.27) and the experience with more than the twenty years of experience (2.74) score

Managerial Function And Knowledge Management Challenges

With regard to lack of leadership support managers scored more score with administration level (3.63) than the operational level (3.57) .With regard to lack of awareness of K.M. practices managers scored operational level (3.51) than the administration level (3.39). With regard to lack of understanding in K.M managers scored more score operational level (3.31) than the administration level (3.11) With regard to employee resistance managers scored more score operational level (3.28) than the administration level (3.13) With regard to poor organization of internal business managers scored more score operational level (3.34) than the administration level (3.25). With regard to lack of adequate

technology, mangers scored more score operational level (3.43) than the administration level (3.36). With regard to the lack of structured procedures managers scored more score operational level (3.43) than the administration level (3.24). With regard to time constraint managers scored more score administration level (3.59) than the operational level (3.48) With regard to lack of Standard work process managers scored more score administration level (3.50) than the operational level (3.41)With regard to diverse individual culture managers scored more score administration level (3.70) than the operational level (3.48). With regard to the lack of project, documentation managers scored more score administration level (3.71) than the operational level (3.48). With regard to nature of project on lower level managers scored more score operational level (3.61) than the administration level (3.59) .With regard to lack of organization structure managers scored more score administration level (3.51) than the operational level (3.40). With regard to lack of training and support, managers scored more score operational level (3.25) than the administration level.

Managerial Level And Knowledge Management Challenges

With regard to lack of available K.M systems, senior managers are at (4.00) and lower- level managers are at (4.07) had obtained identical mean scores whereas medium level managers obtained (3.69). With regard to lack of leadership support to senior-level managers is higher mean score (4.20) than lower level (3.80) and middle level (3.30) As with regard to lack of awareness of K.M. practices to senior-level Managers is (3.67) and Middle level is (3.00) and at lower level is (3.85) scored more than others . With regard to lack of understanding in K.M., the lower level managers scored more (3.56) senior-level is (3.50) and middle level (2.82). As with regard to employee resistance at senior level managers is (3.80) and at a lower level is (3.48) and at the middle level is (2.87). With regard to poor organization of internal business lower level managers scored mean score (3.64) at senior level it is (3.40) and at the middle level is (2.92). With regard to lack of adequate technology at the lower level mangers scored mean score is at (3.64) then the senior level of managers is (3.40) and at the middle level it is (3.13).

With regard to lack of structured procedure, the senior level managers scored (3.67) as compared to as lower level mangers (3.51) and at middle level is (3.14) With regard to time constraint the lower level managers are scored the mean is at (3.67) then the senior level is (3.50) and at middle level is (3.14) . With regard to lack of standard work process, the effect on lower level managers scored mean score is at (3.53) higher than the middle-level managers that is (3.39) and senior-level manager is at (3.20). With regard to diverse individual culture on the lower level, managers scored mean score is at (3.78)which is higher than the middle-level managers that is (3.42) and senior-level manager s is at (2.90). With regard to lack of project documentation at the lower level managers scored mean score is at (3.73) which is higher than the middle-level managers that is (3.42) and senior-level manager is at (3.40). With regard to nature of project on lower level managers scored mean score is at (3.84) which is higher than the middle-level managers that is (3.70) and senior-level manager is at (3.33) With regard to lack of organization structure the mean score on lower level managers scored is at (3.81) which is higher than the middle level managers that is (3.60) and at senior level manager s is at (3.03). With regard to lack of training and support at lower level managers scored mean score is at (3.62) which is higher than the middle-level managers that is (3.40) and senior-level manager is at (2.81).

Suggestions To The Fisheries Sector.

Reduce cost associated with the duplication of efforts recreating what already exists, the KM program and KM processes must visibly support organization objectives. There is a reasonable intellectual capacity of how information adds to these organization targets.

With the support of effective leadership, we can successfully implement KM. Effective Leadership can develop the Knowledge Management in the minds of the people and all through the organization.

With never-ending process, we can develop the Knowledge Management because the organization always learns from its success and mistakes at all levels of the organization.

With effective Knowledge processes and practices, we can successfully implement KM practices and processes are necessary for distinguishing, catching and diffusing important knowledge in an organized manner.

Culture of an organization reflects on its history and most importantly the principles hence the root level and enriched values of an organization must be given high records.

Value education enforces towards well being of an organization so emphasis to safeguard values to showcase a better vision becomes important.

Knowledge leads to growth & development if it is restricted to anyone source then growth hampers.

Knowledge is meant for sharing and explores to lead the organization towards its vision.

The sources of exploring core and specific knowledge must be defined among employment to make the correct usage.The entire system must be unique in its functional levels to store and retrieve the available data.

Conclusion

In this study, the first part results about knowledge management practices in the fisheries sector of Telangana State were presented. Research hypotheses say that the perception of employees does not vary from the KM practices of the state department.

In the second part, results pertaining to knowledge management challenges in the fisheries sector of Telangana State were presented. Research hypotheses say that the perception of employees does not vary from the KM practices of the state department.

In the Final part, results pertaining to the relationship between Knowledge management practices challenges to knowledge management effectiveness.

Bibliography

Kaj U. Koskinen, Pekka Pihlantob, Hannu Vanharantaa Pori.2003. Tacit knowledge acquisition and sharing in a project work context. International Journal of Project Management 21 (4): 281–290.

Liebowitz J, Wilcox L. 1997. Knowledge management and its integrative elements. CRC Press: Boca Raton.

Fiol, C.M. and Lyles,M.A.(1985) " Organizational Learning."Academy of Management Review, 10(4):803-813.

Joseph R. Sasson, Ian Douglas, (2006) "A conceptual integration of performance analysis, knowledge management, and technology: from concept to prototype", Journal of Knowledge Management, 10(6):81 – 99

Alavi M, Leidner DE. 1999. Knowledge management systems: Issues, challenges and beliefs. Communications of the AIS 1(7):1-37

Alavi, M., and D. Leidner. 2001. "Knowledge Management and Knowledge Management. Systems: Conceptual Foundations and Research Issues.'' MIS Quarterly 25(1): 107-36.

Albert, S, & Bradley, K (1999), Managing knowledge: Experts, agencies, and organizations. Cambridge, UK: New York: Cambridge University Press.

Allee, V.(1997) "12 Principles Of Knowledge Management" . Training and Development 51(1): 71-74

Amrit Tiwara.2002. The Knowledge Management Toolkit: Orchestrating IT, Strategy, and Knowledge Platforms (2/e).New Delhi, India: Dorling Kindersley Publishing Inc and Pearson Education.

Anderson JC, Gerbing DW. 1991. Predicting the performance of measures in a confirmatory factor analysis with a pretest assessment of their substantive validities. Journal of Applied Psychology 76(5): 732- 740.

Andreas Riege (2006) Knowledge management in the public sector: stakeholder partnerships in the public policy development 10(3): 24-39

Andrews KM, Delahaye BL. 2000. Influences on knowledge processes in organizational learning: The psychosocial filter. Journal of Management Studies 37(6): 797-810.