

# Organizational Knowledge Management: New Dimensions for Scientific Productivity

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## Abstract:

Huge volume of scientific data and informations are coming out from the academic and R & D institutions. The ever increasing amount of data in different discipline needs to be properly managed for its effective utilization and hence “knowledge management” is a hot topic of research today. Knowledge management system helps proper tracking and sharing the dispersed knowledge resources. This creates a culture where everyone can assess themselves and the developments in the organization as a whole, looking for ways to improve the productivity. Actively managing organizational knowledge can also stimulate cultural change and innovation by encouraging the free flow of ideas. In this era of global information and environment, knowledge management programs help scientists to embrace change and encourage ideas and insight, leading to innovation. This paper describes the experience of Cochin University of Science & Technology managing its organizational knowledge for enhancing the scientific productivity, and also explains the different strategies applied for organizational knowledge management. The paper is both descriptive and analytical in nature. The study endeavours to detail as a case study the important strategies followed by CUSAT for maneuvering the organizational KM facets to promote research landscape. The study dwells on some of the cost effective Knowledge management strategies useful in higher education sector especially in Cochin University of Science & Technology for supporting knowledge discovery, learning and research. The study portrays how such strategies also support the preservation of tacit and explicit knowledge.

*Kew Words: knowledge management, organizational behaviour, KM strategies, science and technology, scientific productivity, Tacit Knowledge, Higher education institution, CUSAT, India*

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