



Transformative Challenges in Knowledge Management: NEP 2020 Perspective

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ABSTRACT

Knowledge management (KM) is the collection of methods relating to creating, sharing, using and managing the knowledge and information of an organization. It refers to a multidisciplinary approach to achieve organizational objectives by making best use of knowledge. An established discipline since 1991, KM includes courses taught in the field of business administration, library, and information science. Other fields may contribute to KM research, including information and media, computer science, public health and public policy.

Transformative challenges in knowledge management is the process of changing way we think about knowledge and how it is managed. This can be done by changing the way we collect, store, organize, and use knowledge. The National Education Policy (NEP) 2020 provides a new perspective on reframing in knowledge management. The NEP 2020 emphasizes the importance of knowledge as a public good. It states that “Knowledge is the most important resource for economic growth and social development”. The NEP 2020 also recognizes that knowledge is constantly changing and that we need to be able to adapt to these changes. The recommendations include Creating knowledge commons, promoting open innovation, using technology to support knowledge management.

Keywords: Knowledge Management (KM), NEP 2020, NEP 2020 Perspectives.

1. Introduction:

In today's knowledge-driven society, organizations recognize the immense value of knowledge as a strategic asset. Knowledge Management (KM) has emerged as a discipline that focuses on harnessing, organizing, and leveraging knowledge to drive innovation, enhance decision-making, and improve overall organizational performance. It involves the systematic management of information, insights, experiences, and expertise within an organization or community. Knowledge management encompasses a range of activities and processes that aim to capture, create, store, organize, share, and apply knowledge. It involves both tacit knowledge, which resides in individuals' minds and is based on personal experiences and expertise, and explicit knowledge, which is codified and documented in the form of documents, databases, and other tangible formats.

The primary goal of knowledge management is to enable organizations to make the most of their intellectual capital by ensuring that knowledge is readily available to those who need it, when they need it. By effectively managing knowledge, organizations can avoid reinventing the wheel, foster collaboration and innovation, enhance problem-solving, and create a learning culture.

Knowledge management initiatives involve the implementation of strategies, processes, and tools to facilitate knowledge capture, organization, sharing, and application. These may include the creation of centralized knowledge repositories, the establishment of collaborative platforms and communities of practice, the adoption of technology-enabled solutions, and the development of learning and training programs.

2. Benefits of Knowledge Management:

Implementing effective knowledge management practices can yield several benefits for organizations:

1. **Enhanced Decision-making:** Knowledge management ensures that relevant and accurate knowledge is available to decision-makers, enabling them to make informed and evidence-based decisions.
2. **Increased Innovation:** By facilitating the sharing and collaboration of knowledge, organizations can foster innovation, as individuals build upon existing knowledge, generate new ideas, and find novel solutions to challenges.
3. **Improved Efficiency and Productivity:** Access to relevant knowledge resources and best practices allows employees to perform tasks more efficiently, avoiding redundant efforts and reducing time wastage.
4. **Knowledge Retention and Continuity:** Knowledge management helps preserve institutional knowledge, ensuring that valuable expertise and experiences are not lost when employees leave or retire. It enables the transfer of knowledge from experts to novices, ensuring continuity and organizational memory.
5. **Learning and Development:** Knowledge management promotes a learning culture within organizations by providing employees with opportunities for continuous learning, skill development, and personal growth.
6. **Competitive Advantage:** Organizations that effectively manage their knowledge gain a competitive edge by leveraging their intellectual capital, adapting quickly to changing environments, and staying ahead in their respective industries.

3. National Education Policy (NEP) 2020:

The National Education Policy (NEP) 2020 is a policy document released by the Government of India that outlines the vision and framework for transforming the education system in the country. It aims to address the evolving needs of learners, promote holistic development, foster creativity and critical thinking, and prepare students for the challenges of the 21st century.

4. Key Highlights of the NEP 2020:

Holistic and Multidisciplinary Education: The NEP 2020 emphasizes a shift from rote learning to a multidisciplinary and holistic approach to education. It encourages integration across subjects, arts, sports, and vocational skills, promoting a well-rounded development of learners.

1. **Early Childhood Care and Education (ECCE):** The policy recognizes the importance of early childhood education and aims to provide universal access to quality ECCE for children in the age group of 3-6 years. It emphasizes a play-based and activity-based approach to early learning.
2. **Foundational Literacy and Numeracy:** The NEP 2020 focuses on ensuring foundational literacy and numeracy for all students by Grade 3. It proposes strategies for early identification of learning gaps and remedial interventions to ensure strong foundational skills.
3. **Flexible Curriculum and Choice-based Learning:** The policy promotes a flexible curriculum framework that allows students to choose from a wide range of subjects and electives. It aims to reduce the emphasis on board exams and encourage a more holistic assessment approach.
4. **Technology Integration and Digital Education:** The NEP 2020 recognizes the importance of technology in education and emphasizes the integration of digital tools and resources in teaching and learning. It promotes the use of technology for personalized learning, teacher training, and administrative processes.
5. **Teacher Development and Professionalization:** The policy focuses on enhancing the quality of teachers and their professional development. It advocates for comprehensive teacher training programs, continuous professional development, and improved teacher recruitment processes.
6. **Higher Education Reforms:** The NEP 2020 introduces several reforms in higher education, including the establishment of a single regulatory body, flexible and multidisciplinary undergraduate programs, increased focus on research and innovation, and integration of vocational education.
7. **Promotion of Indigenous Knowledge and Languages:** The policy recognizes the importance of indigenous knowledge systems, languages, and cultural diversity. It aims to promote the preservation and use of local languages and knowledge in education.
8. **Equity and Inclusion:** The NEP 2020 emphasizes the principle of equity and inclusion, aiming to bridge gaps in access and quality of education among different social and economic groups. It proposes strategies for promoting education among marginalized communities and children with disabilities.

The NEP 2020 represents a comprehensive vision for transforming the education system in India. Its implementation requires collaborative efforts from policymakers, educational institutions, teachers, and other stakeholders to bring about meaningful changes and improve the quality and relevance of education in the country.

5. Transformative challenges to be faced by the teacher:

The implementation of the National Education Policy (NEP) 2020 introduces transformative challenges for teachers. Here are some key challenges that teachers may face during the implementation process:

1. **Pedagogical Shift:** The NEP 2020 promotes a shift from traditional teacher-centric methods to learner-centric and competency-based approaches. This requires teachers to adopt new pedagogical techniques, facilitate active learning, promote critical thinking, and engage students in problem-solving activities.
2. **Multidisciplinary Teaching:** The policy encourages integration across subjects and promotes multidisciplinary learning. Teachers may need to develop expertise in multiple disciplines, collaborate with colleagues from different subject areas, and design interdisciplinary learning experiences that connect various domains of knowledge.
3. **Technology Integration:** The NEP 2020 emphasizes the integration of technology in teaching and learning processes. Teachers need to become proficient in using educational technology tools, adapt their instructional strategies to incorporate digital resources, and support students in developing digital literacy skills.
4. **Assessment and Evaluation:** The policy advocates for a shift from high-stakes examinations to a more holistic and continuous assessment system. Teachers may face challenges in designing and implementing formative and competency-based assessments, providing timely feedback to students, and tracking their progress effectively.
5. **Inclusion and Diversity:** The NEP 2020 emphasizes the principle of inclusion and aims to address the diverse learning needs of students. Teachers may encounter challenges in creating inclusive learning environments, accommodating students with diverse abilities and backgrounds, and adopting differentiated instruction strategies to meet individual needs.
6. **Continuous Professional Development:** The NEP 2020 emphasizes the importance of continuous professional development for teachers. Teachers need to engage in ongoing learning, participate in training programs, and stay updated with the latest educational research and pedagogical practices.
7. **Collaboration and Teamwork:** The policy encourages collaborative teaching practices, mentoring, and peer learning. Teachers may need to collaborate with colleagues, engage in co-teaching, and share best practices to enhance the overall quality of education.
8. **Parent and Community Engagement:** The NEP 2020 recognizes the role of parents and the community in education. Teachers may face challenges in effectively engaging parents, communicating the goals and changes brought about by the policy, and fostering partnerships to support student learning.
9. **Personal Workload and Time Management:** Implementing the NEP 2020 may require teachers to invest additional time and effort in curriculum planning, adapting teaching strategies, and keeping up with professional development. Managing workload and maintaining work-life balance could be a challenge for teachers.

Addressing these transformative challenges requires support from educational institutions, policymakers, and ongoing professional development opportunities for teachers. It is crucial to provide teachers with the necessary resources, training, and collaborative platforms to navigate these challenges and effectively implement the NEP 2020 to improve the quality of education.

6. Conclusion:

In conclusion, knowledge management plays a significant role in the implementation of the National Education Policy (NEP) 2020 in India. The NEP 2020 emphasizes the need to transform the education system by promoting a multidisciplinary approach, holistic development, and the integration of various forms of knowledge.

Knowledge management aligns well with these objectives as it focuses on capturing, organizing, and sharing knowledge to drive innovation, enhance decision-making, and improve overall organizational performance.

By adopting knowledge management practices, educational institutions can effectively capture and disseminate knowledge, facilitate collaboration among stakeholders, and create a culture of continuous learning. This enables teachers to access up-to-date resources, best practices, and expertise, thus enhancing their professional development and instructional practices. It also empowers students to engage in experiential learning, apply knowledge in real-world contexts, and develop critical thinking skills.

Implementing knowledge management practices may pose challenges, such as technological integration, professional development for teachers, and the management of knowledge flows. However, by addressing these challenges and leveraging knowledge management strategies and tools, educational institutions can effectively implement the NEP 2020, enhance educational outcomes, and prepare learners for the demands of the 21st century.

Knowledge Management, when applied in the context of the NEP 2020, offers a framework for capturing, organizing, sharing, and applying knowledge to transform the education system in India. It supports the policy's objectives of multidisciplinary education, experiential learning, inclusive education, and the integration of technology. By embracing knowledge management principles, educational institutions can create a vibrant learning ecosystem that fosters innovation, collaboration, and continuous improvement in line with the NEP 2020's vision for educational transformation.

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