Implicit Knowledge: A Type of Knowledge Management to Quench the Thirst of Knowledge Among Students in Post Covid Scenario

Chandravathi. E,Aishwarya Kamath B&Ramdas Naik
Lecturer, Trisha Vidya College of Commerce & Management,
Katapadi, Udupi

Abstract:
The study attempts to analyse the post covid scenario in usage of implicit knowledge among students. Practical experience in any field will give more result than the theoretical study and moreover in the present scenario we find bookish knowledge other than practical application. This study attempts to identify the need for implicit knowledge among students and the challenges faced in this manner during post covid scenario. Knowledge management is key factor where mind set of the students should be changed from my knowledge to our knowledge so that we can reach collective goal and it is great boom to the education institution. In most of the cases knowledge management in education sector is not applied by the students once they get in to employment. It's very important for a student to be well prepared with regard to communication, decision making & problem solving before entering the practical world of employment or business and that can be achieved with the implicit knowledge. It helps in-depth study and analysis of work. Implicit knowledge creates long term impact on the students' life and prepares them face the challenging situations at work place. Covid has been a great hindrance for implementation implicit knowledge due to world moving more towards virtual platform.

I. Introduction:

Knowledge is an information which we have learned, seen, understood and are aware of. Knowledge management is a process of attaining, gathering, creating and implementing the knowledge for the better of the organisation. with help of knowledge management there can be increase in the productivity and efficiency. Knowledge management gives valid and firm information and helps us to accept and adopt to new trends.It is continuous process of rejuvenating ideas, connecting and put in to action and get the result. Knowledge management has various types like explicit knowledge and tacit (implicit) knowledge.

Explicit knowledge refers to using of the knowledge which is in documented form. It can be the information available in reference books, journals, documents, reports, memo etc.
Implicit/ Tacit knowledge is an applied form of knowledge. It is subjective, cognitive & experiential learning which involves lot of human interpretation.

Objective:
- To meet social behavioural approach among the students
- To encouraging the students to invest in reformation
- To develop the students with one on one mentoring
- To prepare students project orientation other than studies
- Prepare students to face the competitive world
- Encourage students for application of the knowledge in practical world.

II. Research Methodology:

The study is purely based on the responses of 140 respondents who were students belonging to different sectors during COVID 19 lockdown period during July 2021, the time frame when all the students are compelled to educate themselves in a hybrid system. Majority of the respondents of this study are from different streams. All the respondents of this study are students who were studying in hybrid model from 1 year. The secondary records and information's have been analysed for formulating the document comprehensively. The secondary information has been collected from the different scholars and researchers published papers, article available in various journals, periodicals, seminar paper, effective paper and websites.

III. Literature Review:

Practical experience in any field will give more result than the theoretical study and moreover in the present scenario we find bookish knowledge other than practical application. This study attempts to identify the need for implicit knowledge among students and the challenges faced in this manner during post covid scenario.Knowledge management is key factor where mind set of the students should be changed from my knowledge to our knowledge so that we can reach collective goal and it is great boom to the education institution. In most of the cases knowledge management in education sector is not applied by the students once they get in to employment. It's very important for a student to be well prepared with regard to communication, decision making & problem solving before entering the practical world of employment or business and that can be achieved with the implicit knowledge. It helps in-depth study and analysis of work. Implicit knowledge creates long term impact on the students' life and prepares them face the challenging situations at work place. Covid has been a great hindrance for implementation implicit knowledge due to world moving more towards virtual platform.

Gone are the days where we could survive with the basic knowledge what we had. Now it's the time where situation demands us to be updated with the moving time or else we can no longer survive in this competitive world. This pandemic has taught us the need to learn about the facts, forecasting from the related source, problem solving skills etc. It has become necessary that our body of knowledge is updated, corrected, refined and adjusted. From studying in the four walls of the classroom to now studying in the four walls of their home through virtual mode, students have gone through drastic shift in methodology of education.

Education is very crucial aspect of a students' life and cannot be taken for granted. We come across various situation where we find students who are gold medallists, fail in the job market because of lack of presentation/ communication skills. They might know what's in syllabus but they fail when it comes to practical implementation of that knowledge. We find so many students who have this thirst for knowledge but unable to quench this thirst because of lack of knowledge management. That's where we realise the importance of implicit knowledge. Until and unless we learn to implement or apply what we have studied, it's as good as of no use. And we have NEP which is considering all these factors and is concentrating in art of learning rather than studying. Provisions like techniques of agriculture and other skills show the implementation of implicit knowledge in the education system. But now we have a greater challenge ahead us because of the pandemic. Covid has turned our lives upside down. Just like every other sector, covid has affected the education sector severely. Bringing in implicit knowledge has few challenges now as we are not able to conduct offline classes and gather students at one place. Thinking level in present mind-set of the students is increasing day by day to learn new things and applying their thoughts. Therefore, we find lot of young minds contributing to start up business and get success in short term.

IV. Data Analysis And Interpretations:

The survey conducted on "Implicit Knowledge: A Type of Knowledge Management to Quench the Thirst of Knowledge Among Students in Post Covid Scenario". The following are our findings from the survey conducted on "Implicit Knowledge".

Table No. 1: Table showing the Educational Qualification of Respondents.

Area of Study	Number of Respondents	Percentage of Respondents
B.Ed.	1	1%
B.Sc.	1	1%
Commerce	129	91%
Engineering	2	1%
Management	3	2%
Medical	3	2%
Science	2	1%
Total	141	100%

From the above table it's clear that maximum number of respondents in the study are commerce students. Out of 141, 129 respondents are commerce that is about 91% of the respondents. Thus, the maximum respondents choose commerce as their area of the study.

Table No.2: Table showing the area of study of the respondents.

Educational Qualification	Number of Respondents	Percentage of Respondents
UG	130	92%
PG	11	8%
Total	141	100%

From the Table No. 2it's clear that maximum number of respondents are U.G. or Under Graduate students. Out of the total respondents, 92% have studied their U.G. and 8% have studied P.G.

Table no. 3: Table showing the place of respondents

Place of Respondents	Number of Respondents	Percentage of Respondents
Bengaluru (Bangalore)	3	2%
Chikmagalur	2	1%
Kerala	1	1%
Madikeri	1	1%
Mangalore	71	50%
Mumbai	1	1%
Mysore	2	1%
Udupi	59	42%
Uttara Kannada	1	1%
Total	141	100%

From the above table its clear that the major portion of the respondents are from Udupi and Mangalore regions, that is about 92%. Thus, in the study the respondents from Mangalore were 50% and from Udupi were 42%.

Table No. 4: Table showing the Year of study of the respondents

Year of Study	Number of Respondents	Percentage of Respondents
1st Year	71	50%
2nd Year	40	28%
3rd Year/ Final Year	24	17%
4th Year	6	4%
Total	141	100%

In the above table we can clearly state that the respondents are basically from 1st Year U.G or P.G are in maximum to 50%. Thus the 1st Year participants who were highly effected from COVID Pandemic because they were the 1st ones to experience the online/hybrid education system at their initial stage.

Table No.5: Table showing the Mode of Study of the respondents.

Mode of Study	Number of Respondents	Percentage of Respondents
Offline	18	13%
Online	48	34%
Both	75	53%
Total	141	100%

From thew above table the majority of the respondents have been shifted to online or hybrid mode due to the worst situation of pandemic. The respondents were 53% and 34% of the total response.

Table No.6: Table showing the Employment Generation of the Respondents.

Employment Generation	Number of Respondents	Percentage of Respondents
Yes	103	73%
No	38	27%
Total	141	100%

From the above table its clear that the present education system in helping them in the employment and the basic essence of education to impart knowledge and employment generation is met which is up to 73% of the respondents.

Table No.7: Table Showing the Applicability of Study

Study applicability	Number of Respondents	Percentage of Respondents
Yes	117	83%
No	24	17%
Total	141	100%

From the above table majority of the respondents accepted that their education is applicable to the present work culture that is for about 83%.

Table No.8: Table showing the Satisfaction of Study

Satisfaction of Study	Number of Respondents	Percentage of Respondents
Yes	48	34%
No	93	66%
Total	141	100%

The above table states that the majority of the respondents are not satisfied with the present education system as the present education system gives more scope to academics instead of practicality-based education. Thus, in our study about 66% are not satisfied with the present system.

Table No.9: Table Showing the support for Apprenticeship/ Internship.

Support for Apprenticeship/Internship	Number of Respondents	Percentage of Respondents
Yes	107	76%
No	34	24%
Total	141	100%

From the above table its clear that the institution supports the students in doing their internship and apprenticeship. In this study 76% of the respondents are stating that they are given support for Internship or Apprenticeship.

Table No.10: Table showing the Innovative method of teaching

Innovative method of Teaching	Number of respondents	Percentage of respondents
Yes	132	94%
No	9	6%
Total	141	100%

The above table shows that during the times of the Covid the institution is giving more concentration on Innovative method of Teaching. As from the covid the usage of Digital modes of teaching has increase in large number.

Table No.11: Table showing the medium of study

Medium of Study	Number of Respondents	Percentage of Respondents
Search engine	75	53%
Reference Books	39	28%
Self-Learning	27	19%
Total	141	100%

From the study it's clear that the students use Search Engine to extract more knowledge. Search Engine are being used drastically as it's the only medium used because of Covid and also which helped in being Digitally Educated through different modes.

Table No.12: Table showing the Covid Effect of Learning.

Covid Effect on Learning	Number of Respondents	Percentage of Respondents
Yes	98	70%
No	43	30%
Total	141	100%

It's clear from the above table that the Covid has affected their study as its more than 1 year from when it started. Thus, in the study 70% of the respondents have agreed that the covid affected their learning.

Table No.13: Table showing the skill mastered through online class.

Skill Mastered through Online Class	Number of Respondents	Percentage of Respondents
Presentation and communication Skills	41	29%
Technical skills	36	26%
Art forms	10	7%
Visualizing skills	18	13%
None	36	26%
Total	141	100%

From the above table its is clear other than syllabus the students have been equipped themselves with various other topics that is Presentation, Communication, Technical (Digital Knowledge), Art works, and other skills. But still 26% of the respondents couldn't master any skills through online education.

Table No.14: Table showing the hindrance of interest

Hindrance of Interest	Number of Respondents	Percentage of Respondents
Yes	37	26%
No	104	74%
Total	141	100%

From the above table it's clear that the present education mode of Online/ Hybrid has not affected their interest on being Knowledgeable. But instead, it has become a mode of gaining more and being updated. Thus, from the study 74% of the respondents have responded against the hindrance of Interest.

V.   Findings:
1. From the research we could find out the majority of the respondents were from U.G stream and they were facing difficulty in finding the proper jobs during their study.
2. From the study, 53% of the respondents have chosen the hybrid mode that is both online and offline mode
3. About 73% of the respondents were comfortable with the present study structure.
4. 73% of the respondents are satisfied with the present mode of study and also have responded that its being useful to generate jobs
5. About 83% have agreed that the present study is being applicable to the present world.

6. 66% of the respondents are being less satisfied with the present system and they are eagerly waiting for the implementation of the New Education Policy.
7. About 94% of the respondents have accepted that their colleges have used innovation methods of education.
8. Due to the effect of covid about 53% of the respondents feel comfortable with the search engine as their medium of study.

Future Area of Interest:
The research was limited to some regions of Karnataka and Kerala.
The study can be made on implementation of education in work culture.

VI. Conclusions:

In present scenario, due to pandemic, students have shifted to hybrid system of education. Student shifting from the comfort zone to different mode need time to adjust. Knowledge is a power where sharing our ideas and thoughts in any medium, but result should be sound and productive. Our team worked on this implicit knowledge where we found students around less than 50 percentare productive and share their new ideas and thoughts,experience practically. Even though the mode of learning has been shifted to online, we can engage students by giving various project oriented tasks and activities which will help them apply the knowledge and learn. If pupil is incognizant of learning that has taken place, though it is an evident in the behavioural responses which made by each individual. Leaners can't verbalise what they have learnt

Reference:

[1]. Sedziuviene, N., &Vveinhardt, J. (2009). The paradigm of knowledge management in higher educational institutions. Engineering Economics, 65(5).
[2]. Adhikari, D. R. (2010). Knowledge management in academic institutions. International Journal of Educational Management.
[3]. Nawaz, N., & Gomes, A. M. (2014). Review of knowledge management in higher education institutions. European Journal of Business and Management, 6(7).
[4]. Maier, R., &Hadrich, T. (2011). Knowledge management systems. In Encyclopedia of Knowledge Management, Second Edition (pp. 779-790). IGI Global.
[5]. Demarest, M. (1997). Understanding knowledge management. Long range planning, 30(3), 374-384.
[6]. Anne-Katrin Holfelder, Institute for Advanced Sustainability Studies e.V., Berliner Str. 130, 14467 Potsdam, Germany.
[7]. Hwa, Y. Y., & Leaver, C. (2021). Management in education systems. Oxford Review of Economic Policy, 37(2), 367-391.
[8]. IJCTA | Jan-Feb 2013 Available online@www.ijcta.com
[9]. International Journal of Advance Science and Technology Vol. 29, No. 10S, (2020), pp. 8713-8724