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Knowledge Sharing of E-Resources among Academic Staff College of Central University Pondicherry.

SHANMUGAM AP
Thiruvalluvar University, apshanmugamlis@gmail.com

Balasubramanian P
Manonmaniam Sundaranar University, bala_2010@yahoo.com

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Academic Staff College of Central University Pondicherry.

Shanmugam, A.P. [1] , Balasubramanian P, [2]

[1] Librarian, Government Arts and Science College, Thiruvennainallur-607 203
(Formerly Thiruvaluvar University College of Arts and Science,
(Thiruvalluvar University)
E-mail: apshanmugamlis@gmail.com

[2]University Librarian & Head,
Department of Library and Information Science,
Manonmaniam Sundaranar University,
Tirunelveli-627 012, Tamil Nadu, India.
E-mail: bala_2010@yahoo.com

Abstract:

Knowledge is today viewed as a factor of production together with land, labour and capital It is of one of the innate inheritances endowed in every normal human being. Specifically, every individual has some level of knowledge. Knowledge sharing has multidimensional effects on a higher educational institution, such as improving work performance, among which creativity is one of the most important parts. This study aims to examine the effects of e-resource knowledge sharing among the members of academic staff college, Pondicherry central university Pondicherry. This study is the first research regarding the relationship between knowledge sharing and individual creativity, and it also identifies the mediating effects of knowledge sharing on individual creativity at an individual level in a higher education institution

Key Words: E-resources, Knowledge sharing, individual creativity Academic staff college, Pondicherry Central University

1. Introduction

Knowledge is a familiarity, awareness, or understanding of someone or something, such as facts, information, descriptions, or skills, which is acquired through experience or education by perceiving, discovering, or learning. Knowledge can refer to a theoretical or practical understanding of a subject. It can be implicit (as with practical skill or expertise) or explicit (as with the theoretical understanding of a subject); it can be more or less formal or systematic. In philosophy, the study of knowledge is called epistemology; the

philosopher Plato famously defined knowledge as "justified true belief", though this definition is now thought by some analytic philosophers to be problematic because of the Gettier problems while others defend the platonic definition. However, several definitions of knowledge and theories to explain it exist. Knowledge acquisition involves complex cognitive processes: perception, communication, and reasoning; while knowledge is also said to be related to the capacity of acknowledgement in human beings.

Knowledge sharing is becoming increasingly important to ensure that practice and policy are based on sound evidence. For this to happen, the gaps among research, practice, and policy must be bridged. Knowledge sharing is a tool that can be used to promote evidence-based practice and decision making, and also to promote exchange and dialogue among researchers, policymakers, and service providers. However, little is known about knowledge-sharing strategies and their effectiveness.

2. Profile of sample unit

Pondicherry University, accredited with "A" Grade by NAAC, is one of the most sought-after campuses amongst the students from across the nation as a destination for the Higher Education and Research. Pondicherry University was the first in the country to implement "Choice-Based Credit System" (CBCS) which is now being followed by many other Universities. The University has 15 Schools, 38 Departments, 11 Centres and 1 Chair offering over 144 PG, PG-Diploma/ certificate & Research programmes with a student strength of 6353 including foreign students. Currently, the University has more than 130 funded research projects including SAP & FIST Projects from various agencies like UGC, DST, CSIR and DBT.

Based on the National policy on education 1986, the UGC established academic staff college all over India through central universities and state universities. At present, there are 57 academic staff colleges in India. The Pondicherry staff college established in December 1987, since its inception the college has earned a good reputation through excellent performance. This college is presently conducting orientation programme, (six hours daily four weeks / 24 working days) refresher courses and short term courses

The academic staff college of Pondicherry university is situated in the university campus which houses all its academic and administrative facilities under one roof thereby providing

aspiring participants with an avenue for their academic experiences. The campus is self-contained with all amenities required for ideal training of teacher-class room and residential accommodation together with a library, canteen and administrative accommodation.

Goals of Academic staff college

- ➚ To understand the significance of education in general and higher education in particular
- ➚ To create linkages between education, economic and cultural development based on social equity
- ➚ To improve the basic skills of teaching at the colleges, universities to achieve the goals of higher education
- ➚ To create awareness of the latest developments in their specific subjects
- ➚ To understand the organisation and management of the college, university and the role of teachers in the total system.
- ➚ To create opportunities for career development, personality development, initiative and creativity.

3. Review of Literature

Anderson (2016)[1] found that when two or more institutions share a license, how do they measure the use and value? For over a decade, the Levy Library at the Icahn School of Medicine at Mount Sinai, the Sid and Ruth Lapidus Library at the New York University School of Medicine and New York University Libraries have shared several publisher packages and journals titles subscription. In this paper, the researcher presents their analysis of usage data to assess the value of some of these consortial arrangements in their totality and to each library. Based on this analysis, the researcher was able to adjust how each institution contributes to consortia arrangements. The paper discussed challenges in analyzing consortial arrangements based on the usage of data and offer suggestions for how consortia based acquisitions can be an effective allocation of library funds and strengthen support for the library in its institution.

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[1]**Elsa, K. Anderson et al., (2016).** Electronic Resource Management Systems: A Workflow Approach. **IJDLS, Vol. 2(3), 49-53.**

Umamaheswari (2017)[2] states that Electronic resources have taken a key position in the mainstay of viable collections of any research / academic library these days. E-resources are the most sought after form of resources in this IT penetrated academic environment for the faculty members and the students. The use of e-resources can have a strong impact on the academic performance of the users and work performance of the professionals. The present study gives a brief account of meaning, definition, features, types, advantages and issues of e-resources. It aims at presenting a brief description of various e-resources available for nursing and health science professionals. The e-resources like websites, e-journals, e-books, videos, forums, image databases etc. were briefed with home page screenshots.

Kumar (2018)[3] the study illustrated that the ICT skills of the library professionals of Engineering Institutions. This study aims to analyze the facts of ICT in LIS Professionals, experience depending on the kinds such as the use of applications, packages of ICT, acquiring of ICT skills and overall factor analysis of ICT usage. The survey was considered 81 responded users and used WAM weighted Arithmetic Means plus three-factor analysis Varimax Rotation for additional statistical data analysis. Librarians have a better knowledge of technical skills like optical character recognition and imaging technology

Tyagi (2019)[4] the article aims to give the category of Library Automation and Networking in Engineering College Libraries of the National Capital Region (NCR) of India. This study focuses the barriers of Library Automation and Networking of Engineering College Libraries of National Capital Region (NCR) and to offer the possible and cost-effective explanation to eliminate these barriers and let the libraries to provide the standard and valuable services to the user community. The study is based on the research tools like surveys, fact-findings, enquiries of various kinds, well-structured questionnaire, observation and interview was also used to collect the data. In this study, the researcher observed from the data out of eight libraries, 50% of libraries are fully automated and 37.50% libraries are semi-automated. This study provides a possible solution to rectify the barriers and tolerate the libraries to provide quality services to the users.

[2]**Umamaheswari and Abraham (2017).** Free E-Resources for Nursing and Health Science Professionals: **A Corpus. IJLSIM, Vol. 3(1), 46-50.4.**

[3] **Kumar, K. (2018).** Knowledge on ICT skills among LIS professionals of engineering institutions of Andhra Pradesh State: a survey. **DESIDOC Journal of Library and Information Technology, 33(6).**

[4] **Sunil Tyagi. (2019).** Library Automation and Networking in Engineering College Libraries of National Capital Region of India: A Study. **International Journal of Library Science, Vol. 14(2), 47-52.**

Madhu (2020)[5] reveals that agribusiness and plantation management students are increasingly expected to use electronic resources while at the institute campus. Studies were undertaken to determine the level of use of this type of resources, how students feel about various issues surrounding electronic resources. A structured questionnaire was designed for the survey, which was randomly distributed among 65 postgraduate students of Agribusiness and plantation management (PGDABPM) and 89.23% completed questionnaires were received. Most of the respondents (94.82%) had their laptop for browsing the information from the Wi-Fi network of the campus. The study also analyzed Information sources accessing from library and Internet and 56.89% of the respondents use the library for books, 41.37% of the respondent used both library and internet and only 1.72% of the respondents used only the internet. The study shows that Google is the most preferred search engine with 98.27%, Yahoo with 87.93% and Rediff with 48.27% responding respectively and more than 70.68 per cent of the respondents were satisfied with the World Wide Web (WWW) services on the Internet.

4. Statement of Problem

E- resource knowledge sharing is a process that requires guiding the members of the academic staff college in a particular way of thinking. To do so requires an understanding of the problems they face, the level of detail they need, and the style of thinking they use. Planning effective knowledge sharing requires understanding the audience, not just the message. Knowledge sharing may be greatly facilitated by a strong focus on the members in addition to the content of the message. Effective knowledge sharing requires identifying faculty demand and share the knowledge accordingly. It leads to cares about a topic and enhancing their ability to think together, stay in touch, share ideas, generate new knowledge, and connect with other communities. The message must be one that is valuable to the member of the staff college based on their needs, delivered by a messenger they can trust, in the language they are comfortable with. One possible way to increase the effectiveness of knowledge sharing activity may be to conduct a needs assessment early in the planning process with representatives from the target audience to determine what they wish to know and how they would like to see that knowledge delivered before the activity. The present study is to analyse the factors influencing the e-

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[5] **Madhu, M. (2020).** Use Pattern of Internet Based E-Resources by Post Graduate Agribusiness and Plantation Management Students at Indian Institute of Plantation Management: **A Case Study. IJLS, Vol.10 (1), 38-42.**

resource knowledge sharing by the members of academic staff college Pondicherry and evaluate the members' attitude towards e-resource knowledge sharing among them.

5. Objectives of the study

↗ To analyse the factors influencing the e-resource knowledge sharing by the members of academic staff college Pondicherry.

↗ To evaluate the members' attitude towards e-resource knowledge sharing among them

6. Null and Alternative Hypotheses

H_O. Demographic profile variable of respondents is not influencing their attitude towards e-resource knowledge sharing among them.

H_1 Demographic profile variable of respondents is not influencing their attitude towards e-resource knowledge sharing among them.

7. Scope of the study

Academicians, especially teaching staffs are the designers of learning experiences, processes, and environment The academicians are concerned with identifying and then transmitting intellectual content, they more focused on inspiring, motivating, and managing an active learning process by students

8. Methodology

The sample frame of the study is the persons who are doing courses like orientation, refresher and short term courses in the staff academic college of Pondicherry central university, Pondicherry. The researcher constructed a strong questionnaire in the **google form** based on the various previous studies and consult the same with field experts. The researcher discussed with the authorities of academic staff college Pondicherry about the research topic, it's the importance and got the permission along with the list of members with their WhatsApp number who are currently doing courses in the academic staff college. The researcher sent the google form link to

250 members of the college and received 190 fully completed forms. The response rate is 76 per cent.

9. Limitations

⇒ . The researcher pursued a simple random sampling technique to collect the data from the respondents.

⇒ The outcome of the present study is related to the academic staff college of Pondicherry central university.

10. Data Analysis and Interpretation

Table 1

Course Studying in the staff college

Sl.No	Particulars Course	Number of Respondents	Percentage
1.	Orientation	65	34.21
2.	Refresher	83	43.68
3.	Short term	42	22.11
	Total	190	100

Source: Primary data

**Fig 1**

Course Studying in the staff college
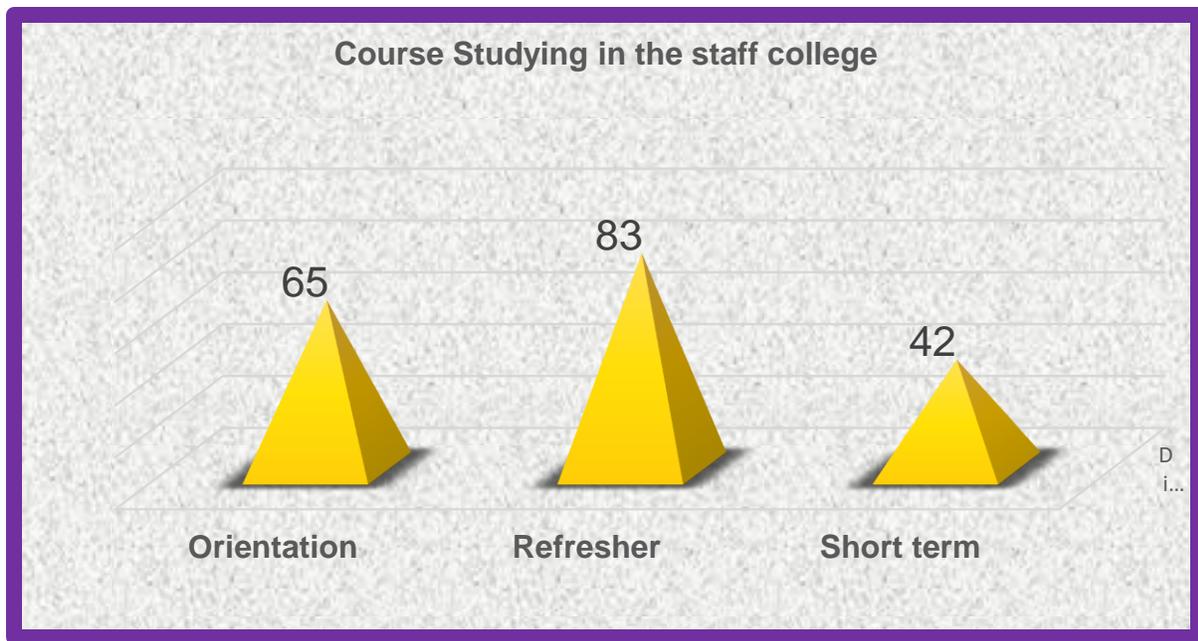
The above table depicts the courses selected by the respondents in the Pondicherry university staff college. It is found that maximum of 43.68 per cent of respondents studying refresher course, 34.21 per cent orientation and 22.11 per cent of the respondents studying short term courses in the academic staff college of Pondicherry university.

Table 2

Age of the Respondents

Sl.No	Particulars	Number of Respondents	Percentage
	Age of the Respondents		
1.	Below 35 Years	46	24.21
2.	35 - 45	83	43.68
3.	Above 45 Years	61	32.11
	Total	**190**	**100**

Source: Primary data

Age of the Respondents

Below 35 Years: 46
35 - 45: 83
Above 45 Years: 61
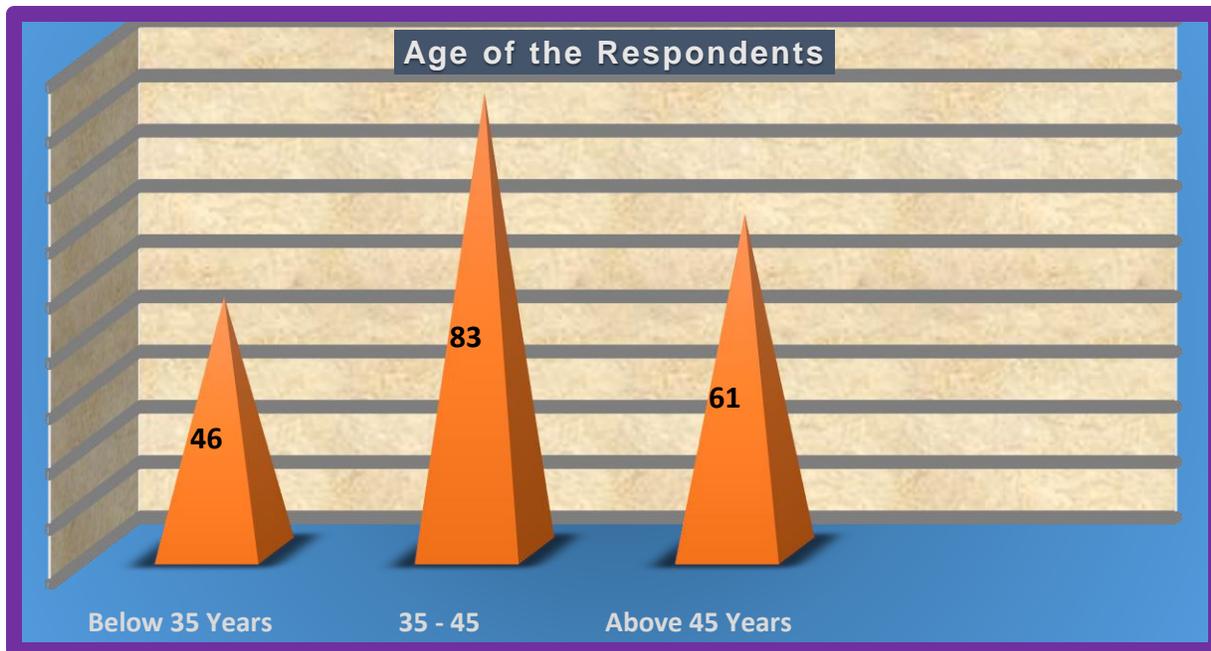
From the table 2, it is found that maximum of 43.68 per cent of the respondents come under the age group of 35 – 45 years, 32.11 per cent above 45 years and 24.21 per cent of the respondents belonged to the age group of above 45 years.

Table 3

Hours spend in the Library

Sl.No	Particulars Hours Spend	Number of Respondents	Percentage
1.	Less than half an hour	62	32.63
2.	Half an hour to one hour	84	44.21
3.	More than one hour	44	23.16
	Total	**190**	**100**

Source: Primary data

Fig 3

Hours spend in the Library

62 — Less than half an hour
84 — Half an hour to one hour
44 — More than one hour
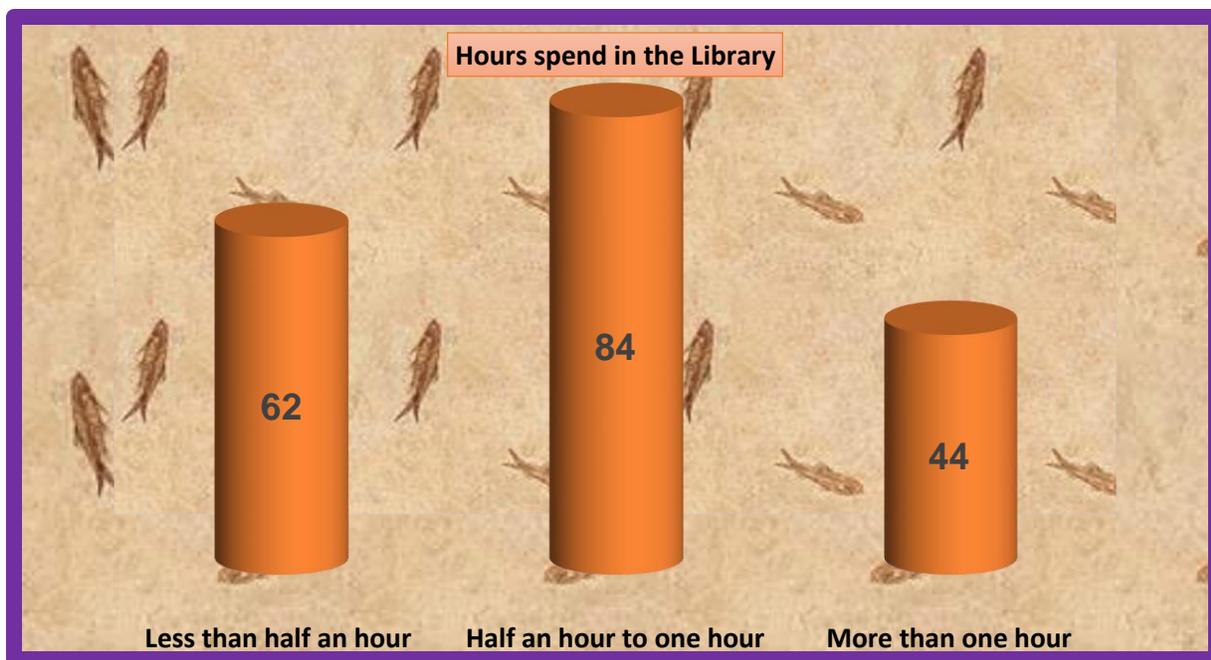
From the table 3, it is observed that maximum of 44.21 per cent of respondents spends half an hour to one hour followed by 32.63 per cent of them spend less than half an hour and 23.16 per cent of respondents spend more than one hour in the library.

Table 4

Purpose of Visiting Library

Sl.No	Particulars / Hours Spend	Number of Respondents	Percentage
1.	Read Books / Magazines	28	14.74
2.	Newspaper reading	41	21.58
3.	Preparing a course assignment	65	34.21
4.	Preparing notes	34	17.89
5.	To know the Social Activities	22	11.58
	Total	**190**	**100**

Source: Primary data

Fig 4
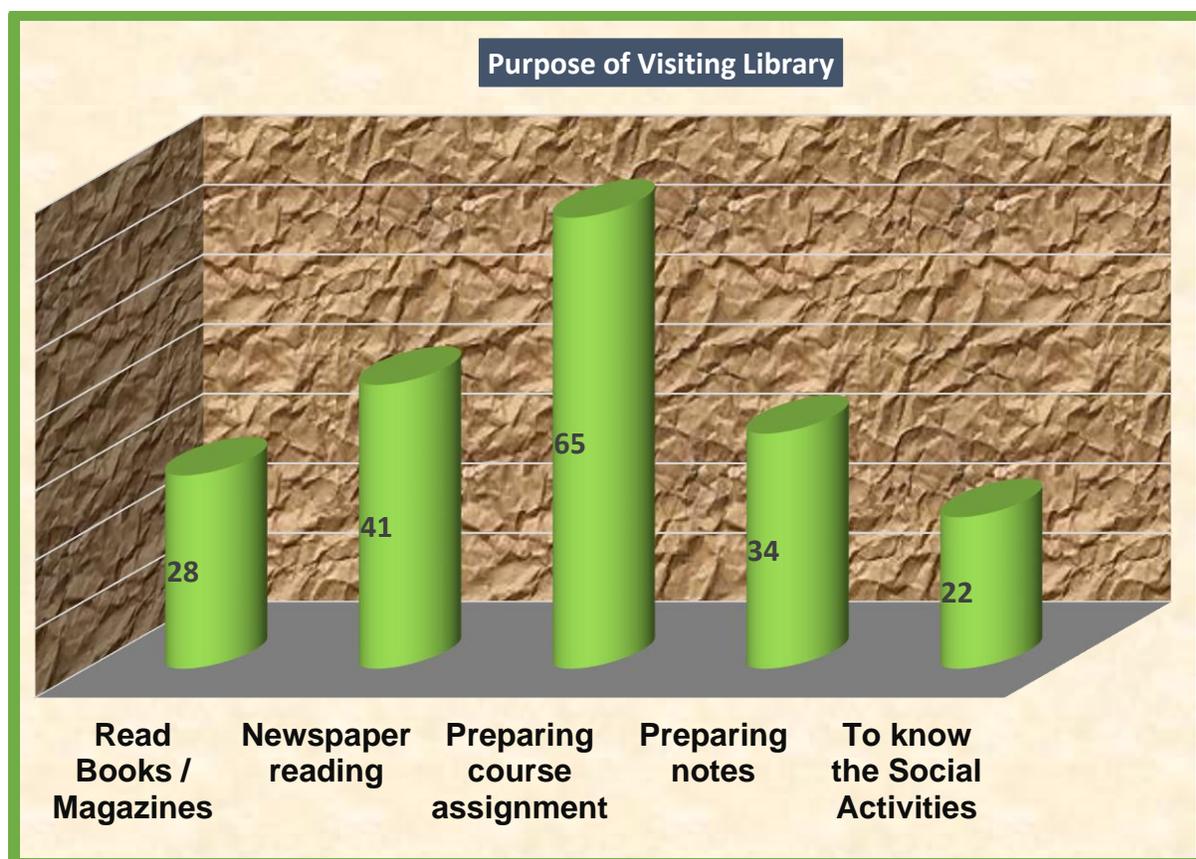
Purpose of Visiting Library

It is understood that 34.21 per cent of respondents visit the library for "Preparing a course assignment" followed by Newspaper reading, Preparing notes, Read Books / Magazines and To know the Social Activities.

Table 5

Factors influencing E-resource knowledge sharing

Sl.No	Variables	Mean	S.D	C.V	"t" value	Rank
1.	Social relationship	3.590	0.997	27.784	49.612	IV
2.	A lot of time interacting with other members	4.153	1.290	31.068	44.368	V
3.	Frequent communication	3.116	1.017	32.638	42.233	VIII
4.	Members having competent knowledge in e-resources	3.653	0.807	22.093	62.392	I

No.	Factor					Rank
5.	Infrastructure facilitates	3.742	0.915	24.461	56.350	II
6.	Information available in the academic staff college is relevant	3.390	1.120	33.050	41.706	IX
7.	Creative ideas.	3.405	1.083	31.812	43.329	VII
8.	Members willingness	3.332	1.044	31.345	43.975	VI
9.	Practical ideas of staffs	3.463	0.864	24.962	55.220	III
10.	Members honest and reliable	3.416	1.334	39.043	35.305	XI
11.	Happy to spend time with other members	2.758	1.015	36.818	37.439	X

Table 5 reveals the ranking of factors influencing the e-resource knowledge among the members of the academic staff college of Pondicherry University, Pondicherry. The first rank is given to the factor "Members having competent knowledge in e-resources" with the mean score of 3.653, S.D 0.807, "t" value 22.093 and coefficient of variation 62.392, second rank for the variable "Infrastructure facilitates" with the mean score of 3.742, third rank allotted to the variable "Practical ideas of staffs" and forth rank to "Social relationship".

Table 6

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
(Constant)	-7.119	.121	-	-58.898	.000*
Social relationship	.127	.214	.137	3.936	.034*
Lot of time interacting with other members	.019	.045	.010	.410	.682
Frequent	.541	.085	.418	6.375	.000*

communication					
Members having competent knowledge in e-resources	.313	.184	.274	1.347	.010*
Infrastructure facilitates	.373	.076	.224	4.877	.000*
Information available in the academic staff college is relevant	.207	.061	.128	3.420	.001*
Creative ideas.	.128	.052	.097	2.468	.015*
Members willingness	-.015	.073	-.012	-.211	.833
Practical ideas of staffs	.100	.012	.186	8.156	.000*
Members honest and reliable	.239	.053	.153	4.485	.000*
Happy to spend time with other members	-.144	.097	-.113	-1.478	.001*

- Significant at 5 per cent level.

Table 7

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.976[a]	.953	.950	.79138

Table 8

Model	Sum of Squares	df	Mean Square	F	Sig.
Regression	2237.645	11	203.422	324.810	.000[b]
Residual	111.478	178	.626	-	-
Total	2349.123	189	-	-	-

Table 6, 7 and 8 revel the regression coefficient results of the dependent variable attitude of respondents towards the e-resource knowledge sharing and eleven independent variables selected for the study. It is found that out eleven variables, nine variables influence the depended variable at 5 per cent level of significance and remaining two variables "Lot of time interacting with other members" and "Members willingness" do not influence the dependent variable at 5 per cent level. Moreover, the "R" value 0.976 at significance value 0.000 at 5 per cent level of significance and "F" value 324.810 with a significance value of 0.000 at 5 per cent level of significance. Hence it is concluded that independent variables influence respondents to attitude towards the e-resources knowledge sharing of academic staff college, Pondicherry central university.

11. Findings

⇒ It is found that maximum of 43.68 per cent of respondents studying refresher course, 34.21 per cent orientation and 22.11 per cent of the respondents studying short term courses in the academic staff college of Pondicherry university.

⇒ The researcher found that 43.68 per cent of the respondents come under the age group of 35 – 45 years, 32.11 per cent above 45 years and 24.21 per cent of the respondents belonged to the age group of above 45 years.

⇒ it is observed that maximum of 44.21 per cent of respondents spends half an hour to one hour followed by 32.63 per cent of them spend less than half an hour and 23.16 per cent of respondents spend more than one hour in the library.

⇒ It is understood that 34.21 per cent of respondents visit the library for "Preparing a course assignment" followed by Newspaper reading, preparing notes, Read Books / Magazines and to know the Social Activities.

⇒ It is concluded that independent variables influence respondents to attitude towards the e-resources knowledge sharing of academic staff college, Pondicherry central university.

12. Suggestions

↗ The academic staff college members should be honest and share reliable information with others.

↗ The members should create a favourable mindset to share knowledge with other members

↗ The academic staff college provides a better environment to create a social relationship with other members'

↗ The academic staff college should conduct seminar and workshops to update the knowledge of the members

↗ Creative ideas of the respondents can be share with others.

↗ Dedicate time and resources to knowledge-sharing activities

13. Conclusion

Knowledge is a critical organizational resource and knowledge sharing can raise the sustainable competitiveness of an organization. People with a high level of emotional identification have a high level of loyalty and belongingness towards organizations and also show a willingness to maintain committed relationships and helpful behaviours with the organizational members. From the perspective of social capital theory, Nahapiet and Ghoshal (1998) indicated that identification was a social capital resource that could change members' motivation to share knowledge. Successful organizations have recognized the critical value of collaboration and collective deliverables for achieving best results. Therefore, they encourage and acknowledge proactive knowledge sharing and collaboration across functional and organizational boundaries. Given that many employees see their knowledge as an asset that gives them an edge over their colleagues, devising incentives is critical to making knowledge sharing a standard behaviour.

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