

Abstract of D.Litt./Doctoral Dissertation

Knowledge Management Practices in Biotechnology Industries with reference to Andhra Pradesh¹

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Abstract

The study observes the Knowledge Management (KM) practices in biotechnology industries in Andhra Pradesh. The findings help understand importance of knowledge sharing and retention, execution and effectiveness of KM practices and measure employee satisfaction levels with KM practices. The different biotechnology businesses in Andhra Pradesh are considered as a group in the research design. A sample of 400 questionnaire responses was obtained from the employees at selected five biotechnology firms. The findings suggest a positive relationship between the association of 'exit interviews', 'rotational assignments', 'retiree programs' and 'mentoring' with effective KM methods. The findings also suggest an opinion that the 'HR department', 'KM unit', 'IT department' and 'Document centre' are responsible for KM. Similarly selected associations between other variables were also investigated and interpreted in the study.

JEL Code : O15, E24, I2, J24, M2, R5, H52

Keywords : Knowledge Management, Biotechnology, Organization, Andhra Pradesh, India

I. Introduction

KNOWLEDGE MANAGEMENT IS a systematic approach of creating, sharing and using the right knowledge for an organization. Knowledge management is a topic of current interest today in both the industry and research world. The main aim of knowledge management in organizations is to enhance their efficiency and capture the knowledge present in their capacity. This is to ensure and understand the presence of knowledge and

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establishment of a knowledge management unit. Hence, a development of an efficient knowledge management team and knowledge management unit with the dedication and support of the higher-level management of the Biotechnology industry in Andhra Pradesh can help in the development of the Biotechnology sector.

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