

The Superiorities and Difficulties of Application Knowledge Management for Elementary School Teachers

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Abstract: This study of this research is to realize that the superiorities and difficulties of application knowledge management for elementary school teachers and we try to offer the solutions. The analysis of this study considers that the superiorities for elementary school teachers in application knowledge management establish commonly the concept of knowledge management and school teachers can form professional groups to share knowledge. Besides, in the difficulties of application knowledge management, the main problems are insufficient study hours and scanty content planning; schools don't have enough budget and apparatus to enrich information equipment; teachers are insufficient for information accomplishments and capacity; the school organization ossifies and the teachers settle in present situation; teachers have deficient sense of trust in application knowledge management and so on. According to the analyses above, researchers present four strategies as following to enable the application knowledge management results.

1. Establish a reasonable further education system to enhance the teachers' willing to take advanced courses, and promote teachers to obtain knowledge.
2. Distribute educational expenditure properly to enrich schools information network equipments, and promote the way of teachers sharing knowledge.
3. Encourage teachers to strive the abilities and accomplishments of information science and technology to enable teachers to develop the function of knowledge application fully.
4. Mold innovative organization culture to avoid rigid organization and promote teachers to innovate knowledge and abilities in application knowledge management.

Keywords: elementary school teacher, knowledge management

1. Beginning

The 21 century is an information technology (IT) society and it's also an era of knowledge economy. In this era, who can obtain new knowledge, share new knowledge, apply new knowledge, and innovate new knowledge, who can accumulate fortune and control competing future. The school organization is in the changeable time. In order to guarantee the quality of school, it's essential to adjust and transform the organization. In order to promote the knowledge economy effective operation and achieve the goal, the knowledge management (KM) is the key point of the result. [2]

However, nowadays schools regard the knowledge management as the current, and we can understand from that their high-level leaders in schools take seriously on execution of knowledge management, and according to school affairs work plan, they draw up the method of knowledge management. Meanwhile, the evaluation instruments of knowledge management also develop suitably, the purpose is to provide schools to execute the knowledge management through setting up the correct goal of knowledge management.[15]

2. The structure of knowledge management

Many scholars examine in different points of view on the structure of knowledge management, so there are different statements. As a whole, knowledge management will eliminate old knowledge and be replaced by new one. New knowledge should be collected, shared, applied, and innovated. Hence, the structure of knowledge management can divide into four dimensions, including knowledge obtainment, share, application, and innovation. [11,15,17,18] As follows:

2.1 knowledge obtainment

Knowledge obtainment is the core of knowledge management. Thanks to

information technology development, the rate of renewing knowledge is extremely rapid. If a person or an organization never builds an obtaining knowledge mechanism from outside, they will be exceeded by competitors rapidly. To obtain knowledge can increase the attached values of personal property. Nevertheless, if not obtaining knowledge continually, people will solve problems in a single thinking model.

2.2 knowledge share

Knowledge share is a community. Knowledge is not like commodity which can be transmitted freely. When we learn knowledge from others, it's time to share others knowledge.

2.3 knowledge application

To organize intellectual property accumulation is not only in knowledge obtainment, share, and innovation, it's better in application to build business center abilities to get the most benefit. Hence, knowledge application is to use former accumulated knowledge to solve present and future problems.[10]

2.4 knowledge innovation

In conclusion, the idea of enforcing knowledge management is through knowledge obtainment, share, application, and innovation to command members' knowledge, increase organization's wisdom, and establish advantaged competition. The procedure (as figure 1) is a double return circle which will be different due to organization, personal knowledge development.

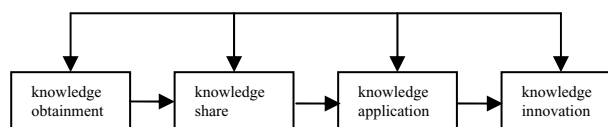


Fig1. Flowchart of knowledge management

Consequently, knowledge is the information that passes through process. It is also the key element to show personal and organized special values. If we don't manage

knowledge systematically, along with the knowledge accumulation, it will gradually become fragments and hasten fuzzily, and be forgotten at the end.

3 Importance and present situation of knowledge management application in schools

3.1 Importance of knowledge

management application in schools

The 21 century is a digital knowledge economy era. Along with the network information technology fast impacting recently, the enterprises face with the fast changeable economic development, in order to compete, they can't help but adopt the blue ocean strategy and knowledge management which conform each kind of competing management mechanism to promote organization achievements and achieve the goal of sustainable management and development. However, schools are different from enterprises of profitable organizations, but they are also in the changeable era. Both of them have to think the transformative strategy following by the current transition. School organizations are in this changeable era. In order to guarantee the education quality, it's essential to adjust and transform. Moreover, in order to promote effective operations and goal achievements of knowledge economy, knowledge management acts the key to success. [2] Besides, nowadays schools value the knowledge management highly, and we can see from the high-level leaders in schools take seriously on execution of knowledge management. Meanwhile, the evaluation instruments of knowledge management also develop suitably, the purpose is to provide schools to execute the knowledge management through setting up the correct goal of knowledge management. [15]

WU, Cing-Shan (2001) pointed out that education is the most important way and

strategy to foster talented people in a country. Therefore, school organizations should urgently establish the mechanism of knowledge obtainment, the share, application, and the innovation and then adopt positive and effective knowledge management measures to promote school potency and mold schools as excellent models. What's more, they can guarantee the superiority in the future of struggling for existence.

3.2 Knowledge management applies in present schools

Because of multi-dimensional education environment, school teachers should qualify the ability of changeable society and the motive of pursuing competitive advantages to promote school achievements. Applying knowledge management is the feasible prescription.[2] Researches of elementary school teachers applying knowledge management, there are many people to study in domestic and foreign fields. Simultaneously they also have great achievements. [3,7,8,9,12,16]

In Taiwan most school organizations do not establish perfect system of knowledge obtainment. In addition, schools are not positive to enforce related encouragement measures, and do not finish establishing objective and fair systems of achievement measurement in the process of carrying out knowledge management.

4 The factors of superiorities and difficulties in application knowledge management for elementary school teachers

The researches of knowledge management in the present stage mostly focus on administrative personnel's viewpoints, and they discuss variables by the gender, the age, the educational background, the duty and so on. This research combine elementary schools related present knowledge managements to be discussed and analyzed,

according to the factors of superiorities and difficulties in knowledge management.

4.1 The superiorities for elementary school teachers in application knowledge management

4.1.1 Elementary school teachers commonly accept the concept of knowledge management

The concept of knowledge management in elementary schools has commonly established, and the execution has been promoted. [3,8,16] Therefore, elementary schools teachers have qualified the superiority factors in application knowledge management.

4.1.2 School teachers can form professional groups to share knowledge

School organizations form the specialized teams to break singly information exchange and experience share. [12] Therefore, elementary schools teachers have qualified the superiority factors that team cooperation and share in application knowledge management.

4.2 The difficulties for elementary school teachers in application knowledge management

In the present stage of applying knowledge management in elementary schools, because of unique class teaching and no business achievements pressure, they cause many organizations ossified and insufficient communication. There are the difficulties factors of elementary school teachers in application knowledge management, as follows:

4.2.1 Insufficient study hours and scanty content planning

Teachers regard participating in study as obtaining knowledge channels. However, in the present stage elementary school teachers' study plans can not promote teachers' motive of participation because of class taking care by themselves and scanty content. [1,7] therefore, planning content and time teachers need causes one part of the difficulties for elementary school teachers in application knowledge management.

4.2.2 Schools don't have enough budget and apparatus to enrich information equipment

The questions which schools meet in enforcing knowledge management mostly are restrict funds and insufficient information technology of soft and hardware equipments. [9,12,16] Hence, schools should face up to this question positively, overcome the funds, and purchase each item of soft and hardware equipments. Moreover, we can seek for the outside support or accept other institutions which weed out some available equipment to adapt the rapid and changeable era of information technology.

4.2.3 Teachers are insufficient for information technology accomplishments and capacity

Applying information technology is the essential condition of knowledge management. Nevertheless, most elementary schools teachers in the present stage are class teachers and they mainly deal with class chores, so they have less chance to enhance the ability of information application. Hence, teachers are insufficient for information application and capacity. Therefore, information technology accomplishments and capacity cause one part of the difficulties for elementary school teachers in application knowledge management.

4.2.4 The school organization ossifies and the teachers settle in present situation

Because schools have definite Sections and teaching and administration have inconsistent position and time, they cause organizational structure ossified and poor ability of random changing. Teacher is a stable work, and they don't have high ideals to challenge the future. It makes teachers settle in the present situation to affect the knowledge innovation. Hence, school organizations and members' mind cause one part of the difficulties for elementary school teachers in application knowledge

management.

5 Discussions of application knowledge management strategy for elementary school teachers

5.1 Establish a reasonable further education system to enhance the teachers' willing to take advanced courses, and promote teachers to obtain knowledge

The educational administrations should plan well activities of knowledge management advanced study to encourage teachers to present experience, learn from each other constantly, and observe companies and enterprises that successfully enforce knowledge management to enhance the results and values of advanced study activities. In addition, the educational administrations should examine present advanced study system again, and form a professional unit to adjust the time and content that conform teachers' abilities and interests. Thus, we will enhance teachers' willing of advanced study to improve knowledge obtainment.

5.2 Distribute educational expenditure properly to enrich schools information network equipments, and promote the way of teachers sharing knowledge

In the knowledge economy society, learning how to use information equipment to acquire knowledge we need has become an unresisting tendency. The infrastructure of information network in organizations is perfect or not, and it'll restrict knowledge share and application obviously. In order to spread knowledge and share knowledge rapidly, educational administrations to distribute educational expenditure properly to enrich classes information network equipments and upgrade teachers' knowledge level.

5.3 Encourage teachers to strive the abilities and accomplishments of information science and technology to

enable teachers to develop the function of knowledge application fully

With the increasingly developed Internet technology, using the network searching data more effectively promotes the convenience of incorporating digital techniques into teaching plans. It makes teachers fully develop the effect of knowledge application and enhance them to acquire teaching specialized knowledge. Not only educational administrations hold some activities that strive teachers' abilities of information technology and professional advanced study, but also teachers should force themselves to keep studying. Thus, they can keep pace with the times to innovate teaching.

6 Conclusions

In the changeable technology era, knowledge becomes the basis of competition in nations, enterprises and even schools. Schools make sure competitive advantages, so they have to concern knowledge obtainment, share, application, and innovation these issues and constantly maintain the approval and the understanding of knowledge management. However, with the difficult factors such as study problem, insufficient budget, decadent technology accomplishments, we can establish a reasonable system to enhance teachers' willing of advanced study. Besides, we can distribute educational expenditure appropriately to enrich schools information network equipments. Moreover, we can encourage teachers to strive the abilities and accomplishments of information science and technology and mold innovative organization culture to avoid rigid organization. Striving elementary school teachers' knowledge obtainment, share, application, and innovation will promote their application of knowledge management.

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