An Analysis on the Perception of it Employess towards Domain Knowledge Upgradation

G. Ramya, Dr.D. Anitha Kumari

Abstract: In the emerging technological trends, the perception of IT employees to upgrade themselves with the current technical skills is one of the most significant components that has to be taken into consideration. On concerning the professional's individual perception and positive attitude to develop them technically, this paper reveals in what perception an individual could try and lean towards learning and practising the up-to-date techniques. Descriptive analysisstyle has adopted during thisanalysis. Convenience sampling techniques of non probability technique. For this purpose 120 IT professionals were met in around Chennai city. Information was collected by formthat is coming back underneath secondary information assortment technique. Chi square test and Correlation analysis has been used to test hypothesis. The results show that the lack of time disables the professionals from learning. The individual initiative of employees also seemed to be an additional noteworthy characteristic beyond all the organization's assistance which could be effectively used. Thus suggestions for the employees' knowledge development and up gradation were specified concerning both the organization and the employees. Employees show positive attitude in developing and upgrading themselves in the emerging technologies and their perception to execute was encountered positively. Thus a momentous considerable positive approach by the respondents was estimated in this paper.

Keywords: Perception, Technology, Knowledge, Upgradation, Professionals

INTRODUCTION

An employee's perception is the foremost aspect in knowledge or skills up gradation process, where in most cases it is designed and developed by the organisation's role and the elegances in communicating and sharing the need for knowledge up skilling. The organization's facilitation and acceleration in providing essential resources and conducive environment for the employee's individual knowledge up gradation yields a most essential share to provoke the employee's interest to utilize and adore the rewards. Thus considering the organizational climate, knowledge sharing enabled by the organization which includes learning aids, training, assessments, seminars, conferences contributes as the prominent motivational factor for the employees to develop and upgrade their knowledge.Reality might be diverse but how the employees understand reality is approximately very much vital for the organization to contemplate. For anything to be prosperous, communication is a vital characteristic, anything that we do would not make suitable sense if it not communicated appropriately. In most cases the organizations take numerous resourcefulness to form an optimistic employee perception for better productivity. Attitude helps us to describe how we see circumstances as well as how we act towards the situation or purpose. The organizations are increasingly provoked by remarkable challenges which include competition, the economic parameter, outsourcing, advancement in technology, and the swift conception of renewed acquaintance. Knowledge up gradation is a strategy that aids to report these challenges because it supports organization in growing their viable benefit by leveraging the intellectual capital which is already present in the organizations. Thus the increased

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flexibility of employment and the mature personnel lead to the forfeiture of knowledge which is a highly perilous and deliberate element either for triumph or for endurance of the organization. Organization that effectually influences its knowledge capital can enhance the job performance. Considerate scheduling and suitable execution of the knowledge management practices are necessary for developing on the achievements and accumulating knowledge from errors. The acceptance of such exercise would encourage the individual education and organizational learning. Thus the knowledge up gradation actions endorses innovation, adaptability and flexibility which are the vital needs in the present knowledge era.

OBJECTIVES OF THE STUDY

To find the time taken by the employees to train themselves in a particular technology. To analyse the various enablement the organization provides to upgrade their knowledge. To assess the degree of knowledge sharing practices which are implemented. To understand the formal knowledge sharing which is practised whenever a new technology is developed

NEED FOR THE STUDY

This study is essential and this enables us to find the various solution for the above stated problem. This problem cannot be stated peculiar only to the employees. The various other external factors such as organisational facilitation, recession due to the organizations liability which is a threat to the employees and a tough problem to encounter. This this study is necessary and thus it provides the existing condition on this issue and also reveals the solutions to implement and get rid of the problem to certain extent.

STATEMENT OF THE PROBLEM

In the current situation of Indian IT industry where there are many uncertain chances of recession where the employees could lose their job and hence migrate to some other IT organisation. In such situations the employee is supposed to have an upgraded knowledge in the recent technological concepts. In case if the employee lack on the required knowledge then there are many chances to depart from their job in IT. And also the lack of time, interest, perception and attitude for the employees to upgrade the knowledge is also another significant problem faced by them. So thus this seems to be a great dispute that the employees are subjected to in some undefined situation.

SCOPE OF THE STUDY

Creating, developing, storing and sharing of knowledge is anticipated to have superior importance and is reflected to be the vital activities for the achievement the organization by conquering a competitive advantage. Knowledge up gradation enables the organizations to yield the value as intellectual assets. This study could enable us to apply and overcome the problems currently experienced in the knowledge up gradation perception and attitude of the employees and thus enable a positive approach toward the issue.

LITERATURE REVIEWS

BojanKrstic and BojanPetrovic (2011)analyzed the functionality of knowledge enhancement in rising the firm efficiency. Thus the result of the analysis was found to be that the acceptance of knowledge to be enhanced would carry the organization to confine, expand and take a broad extent of external knowledge. NikiLiodaki, Antonia Giavassi (2016) explored individual student's perception and opinionson theconcept oflifelong learning. Thus the outcomes demonstrated that the students were employed confidently for lifelong learning, thus which has let them to be associated with professional progression and learning. The students seem like to be greatly sensible of what lifelong learning means and also what the lifelong learning could offer to the individual and to the society.M. D. Singh and R. Kant (2008) vitally examined the hurdles in implementing knowledge management in organizations by designating the various barriers as driving barriers and depending barriers. Hence this study developed a reciprocated influence on these barriers. Andrew H. Gold et al. (2001)analyzed the issue of efficient knowledge development commencing from the perception of organizational competence. The study recommended that a knowledge structure comprising of technology and ethnicity along the knowledge process construction of attainment, adaption and acquisition are the required organizational felicitation for an efficient knowledge development and up gradation. Hazman Shah Abdullah et al. (2009) observed the responsibility of the enablers towards knowledge sharing attitude of the workforce in knowledge intensive organizations. Learning methods, convenience to accessible resources and the intense consistency to share knowledge was recognized as the factors influencing

knowledge sharing. Join Rachel Luturmas and NurulIndarti (2016) studied to fill the negated and subsidize to the currently prevailing discussion of knowledge sharing exercises of hotel businesses. The extrinsic motivation, absorptive capacity, and in-role deeds had a constructive effect on the approach and attitude headed for sharing knowledge. Kuan Yew Wong and Elaine Aspinwall (2004) validated that the individual's knowledge progression agendas offered in the journals to regulate and intend few strategies for raising them. These agendas recommended that integrating a clear establishment, making an allowance for the different knowledge resources or their categories and casing the knowledge enhancement accomplishments that would influence the knowledge shall upkeep the enactment

Walter Alfredo Salas-Zapata, Leonardo Alberto Ríos-Osorio (2018) revealed the necessity to understand knowledge, attitudes and practices (KAP) with special reference to sustainability in different people. The author also exposes the dimensions of sustainability generally omitted by the KAP studies of sustainability.

RESEARCH METHODOLOGY

Descriptive research design has been applied in this study. Convenience sampling technique is used under non probability sampling technique to collect the samples. The total population size is unknown. Samplesize is 120. Secondary data are collected through questionnaire. Structured questionnaire had been used to conduct survey.For this purpose 120 IT professionals were met in around Chennai city. The tools used for data analysis are, Chi-Square Analysis, Correlation,and ANOVA.

Table 1: Percentage Analysis of Demographic Variables

QUESTION	VARIABLES	FREQUENCY	PERCENTAGE
Genders	Male	83	69.2
	Female	37	30.8
	Total	**120**	**100**
Age	Below 25 Yrs.	23	19.2
	26 - 35 Yrs.	58	48.3
	36 - 45 Yrs.	33	27.5
	above 46 Yrs.	6	5.0
	Total	**120**	**100**
Experience	Below 2 yrs.	37	30.8
	2 – 5 yrs.	48	40.0
	5 – 10 yrs.	23	19.2
	Above 10 yrs.	12	10.0
	Total	**120**	**100**
Qualification	Diploma	19	15.8
	Under graduate	62	51.7
	Post graduate	39	32.5
	Total	**120**	**100**
Marital status	Single	58	48.3
	Married	62	51.7
	Total	**120**	**100**
Monthly income	Below 20,000	11	9.2
	20,001 - 30,000	21	17.5
	30,001 – 40,000	35	29.2
	40,001 – 50,000	29	24.2
	above 50,001	24	20.0
	Total	**120**	**100**

Source: Primary data

DISCUSSION OF RESULTS

From the table plotted above the inference obtained reveals that 37% of respondents are female and 83% respondents are male.48.3% of the respondents are under the age group between 26-35years and 5.0% of the

respondents are in the age of above 46 years.51.7%of the respondents acquireunder graduation and 15.8% of the respondents acquire post-graduation.29.2% of the respondents earn 30,001 to 40,000 per month and 9.2% of the respondents earn below 20,000 per month.

Table 2: Chi Square Test

S.No	Chi square between	P-value	Asymp. Sig. (2-sided)	Accepted	Result
1	Experience & status of knowledge up gradation	9.068a	.431	Null Hypothesis (Ho)	No significant relationship
2	Qualification & employees are allowed to share only the part of knowledge to which they are permit to	19.425a	.013	Alternative Hypothesis(H1)	Significant relationship
3	Age * organisation afford a range of formal training programs for enhancing skills of the professionals	19.363a	.080	Null Hypothesis (Ho)	No significant relationship
4	Age * time taken for employee to get trained per day	16.679a	.054	Null Hypothesis (Ho)	Significant relationship
5	Age * organization emphasise on employees to search new values and thoughts	47.510a	.000	Null Hypothesis (Ho)	Significant relationship
6	Gender * Knowledge up gradation is communicated to all staff in the organization	9.824a	.043	Null Hypothesis (Ho)	Significant relationship
7	Qualification * time taken for employee to get trained per day	8.950a	.146	Null Hypothesis (Ho)	Significant relationship

DISCUSSION OF RESULTS

The above chi square table represent that there is a relationship in between age andorganisation provides a variety of formal coaching programs for enhancing skills of the professionals, organization emphasise on staffto go looking new values and thoughts. In shell that the management providecoachingsupportedthe workers age criteria and time taken by the processionals additionally depends on their agethat the IT corporationsought totake into account their staff age at the time of knowledge up gradation. There is significant relationship between Qualification and time taken for workerto induce trained per day and workerssquare measure allowed to share solely the a part of information to that they'reallow to the corporate ought to think about qualification as main facet to information up gradation. Time taken for worker is take issueprimarily based upon their qualification.

Table 3: Correlation Analysis

S.No	Correlation between	Sig. (2-tailed)	Asymp. Sig. (2-sided)	Accepted	Result
1	Qualification * Organization provides internet/ intranet facilities to access necessary information	.498	-.062	Null Hypothesis (Ho)	No significant relationship
2	Qualification * business has a moralsstructure or culture intended to endorseinformation sharing	.603	.048	Alternative Hypothesis(H1)	Significant relationship
3	Qualification * Our organization emphasise on employees to search new values and thoughts	.865	.016	Alternative Hypothesis(H1)	Significant relationship

DISCUSSION OF RESULTS

Therefore it denotes alternative hypothesis is accepted at the level of significance is 0.05 and reject the alternative hypothesis. So the test is significant (There is a significant positive relationship between Qualification and business has a morals structure or culture intended to endorse information sharing, organization emphasise on employees to search new values and thoughts and the correlation lies between +1 to -1.

FINDINGS OF THE STUDY

Personage Analysis

69.2% of the respondents are Male. 48.3% of the respondents fall under the age category of 26-35 years. 40% of the respondents have work experience of 2-5 years. 51.7% of the respondents are undergraduates. 51.7% of the respondents are married. 29.2% of the respondents earn Rs.30001-Rs.40000 monthly. The eminence of knowledge up gradation at organizations was specified as the strategic part of the business by 47.5% of the respondents. 43.3% of the respondents specifythat the time taken to get trained in a certain concept of technology is few days. 68.3% of the respondents strongly agree that knowledge up gradation is integrated into the organization policy. 34.2% of the respondents strongly agree that the necessity for knowledge up gradation is communicated across all the level of employees in the organization. 30.8% of the respondents strongly agree that the organization has culture and systems intended to promote the knowledge sharing.32.5% of the respondents strongly agree that the organization provides formal training programmes for enhancing skills of the employees.29.2% of the respondents agree that organizations emphasise on providing a conducive work environment to allow employees and co-workers to understand job knowledge better. 32.5% of the respondents agree that the organization encourages employees to attend seminars, conferences, etc… to gain domain knowledge.

Suggestions

The research on the above topic reveals a fact where 35.8% of the respondents agreed that all the employees are allowed to upgrade to only the knowledge to which they are entitled to or the technology in which an employee is currently working. This the organisation could initiate to an extensive level so that the employees would acquire knowledge in many of the other domain apart from which they are practising. The organisation should also take considerable measures in order to welcome the employee's views and opinions where the employees acquiring knowledge would express, thus the knowledge up gradation can be done in an effective way. The organisation providing some programs like knowledge clubs and community gatheringsin order to implement knowledge up gradation has to be improved as 38.3% of the respondents agreed to this statement. Thus the domain knowledge sharing culture has to be accomplished in a better-quality so as to make domain knowledge up gradation a fundamental practise which produces competitive advantage to the organization.

CONCLUSION

As a complete assessment on the perception in domain knowledge up gradation we were able to recognise the pros and cons in the effective knowledge sharing practices. The results show that the organization drives to highlight the employee's new values and thoughts on knowledge up gradation thus producing a convenient knowledge development system. It is also inferred that the organisation is providing internet and intranet facilities which is esteemed by the employees, prone to utilize the facilitation. Thus this study has given us a wide understanding on the existing insight of the employees over the organisation to upgrade knowledge. And also this study has generated us new opinions to organise and perform knowledge up gradation in an effective way

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