Knowledge Management & E-Learning
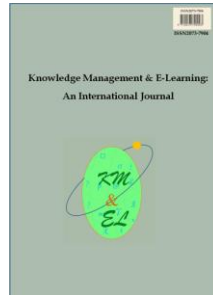
Editorial: Role of knowledge and learning systems in fostering work-life balance

Murali Raman
Sharmini Gopinathan
Multimedia University, Cyberjaya, Malaysia

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Murali Raman*

Faculty of Management
Multimedia University, Cyberjaya, Malaysia
E-mail: murali.raman@mmu.edu.my

Sharmini Gopinathan

Faculty of Management
Multimedia University, Cyberjaya, Malaysia
E-mail: sharmini29@gmail.com

*Corresponding author

Abstract: The ability of employees to effectively recognize, practice, and apply knowledge management (KM) and learning system principles accessible to them is a vital issue in improving work-life balance and providing strategies to enhance it. This issue has become obvious in efforts to apply information technology in the development of work-life balance policies through various learning systems. The victory and letdown of KM and work-life balance initiatives certainly depend on the deliberation of how these elements can be effectively designed and deployed to the general public in various industries. Work-life balance has become an imperative area of research that analyzes how these elements can be understood and applied to improve the aspects involved in one's work and life. Such concept has also significantly emerged in recent years. In this special issue, several papers that focus on the budding concept of KM and work-life balance are presented. These articles particularly look into the theoretical and methodological approaches for studying work-life balance. A special focus of the issue is how these notions are practiced and can be personalized to improve work-life balance through KM and learning systems.

Keywords: Knowledge and learning systems; Work-life balance; Lifelong learning; e-Learning; Impact of technology

Biographical notes: Prof. Dr. Murali Raman received his PhD in Management Information Systems from the School of IS & IT, Claremont Graduate University, USA. Dr. Murali is a Rhodes Scholar and a Fulbright Fellow. His other academic qualifications include an MBA from Imperial College of Science Technology and Medicine, London, an MSc in HRM from London School of Economics. Dr. Murali Raman is currently a Dean in the faculty of Management, Multimedia University Malaysia, where he conducts research in the area of Knowledge Management, Management Information Systems, Project Management and E-Business Models. He has published more than fifty papers in International Journals and Conference proceedings.

Sharmini Gopinathan is a doctoral candidate attached to Graduate School of Management, in Multimedia University Cyberjaya, Malaysia.

1. Introduction

In this special issue, we include papers that are relevant to the role of knowledge management (KM) and learning systems in nurturing work-life balance. The fast-paced growth of technology has transformed our current world into a knowledge-based society. Thus, knowledge and various learning systems play an evident role in the sustainability of businesses. The current workforce has shifted from traditional single-skilled personnel to multi-skilled employees who can juggle various tasks in a single job role. Therefore, life-long learning, on-the-job training, and e-learning methods need to be promoted to ensure that the current workforce is well-equipped with the latest skills. The most recent exploration uncovers the huge significance of presenting KM insights into e-learning frameworks. KM is believed to encourage e-learning framework, whereby the joint effort between e-learning and KM will provide the single objective of hierarchical learning. KM is a combination of various endeavors and fields of study, from the use of new innovation to the bridling of the scholarly capital of a business (Boswell & Olson-Buchanan, 2007). Work-life balance is a strategy for adjusting the weight of work with family and social way of life requests (Cabanac & Hartley, 2013). This point has been bantered throughout the years in the present critical part of human asset and holding workers. The existing work techniques have led representatives to excessively push and drive unfortunate means of life practices to support their work needs when contrasted with individual and family engagements (Lawrence, Elenkov, & Badgett, 2012). Given this condition, the accessibility of KM and sound learning frameworks may play a role in giving representatives a preferable work-life parity.

2. Preview of the papers

This issue was designed to draw theoretical and practical papers that aim to improve work-life balance through the use of KM and learning systems. We particularly looked into the papers pertinent to the use of KM and learning systems in empowering work-life balance among employees in various sectors. We expected to arouse interest in the problems across the academic world, industrial practices, research communities, and policymakers; hence, we received papers from all sectors. A few themes and topics surfaced from the articles submitted to this issue. Some of the themes are as follows:

- Factors influencing life-long learning among students
- Role of information system quality in empowering work-life balance
- Entrepreneurship pedagogy assessment

This issue encompasses various topics covered by the selected papers. The paper by Gopinathan and Raman elucidates the role of information system quality in work-life balance and considers employees from the information and communication technologies industry in Malaysia. The data are collected using surveys and are analyzed using SmartPLS. The findings of this study indicate that a sound information system quality leads to enhanced work-life balance and employee well-being.

The paper by Sarwar, Yong, Khan, and Oh addresses the factors that manipulate the intention of Malaysian employees towards continuous learning. This paper also looks into the marketing strategy development of education providers in Malaysia. The data for this study are collected using surveys and are analyzed using structural equation modeling. The results presented by Sarwat et al. encourage the management of life-long education center to develop effective marketing strategies to satisfy the value of potential customers. The results also indicate that with a sound policy and marketing strategies,

education providers can capitalize on life-long learners and offer courses tailored for this group of working adults.

The conceptual paper by Okeke and Yong explores the impact assessment of entrepreneurship pedagogic. This paper outlines the pedagogy of entrepreneurship education into four dimensions, explaining the explicit levels for each element, and illustrates the evaluation effect of business enterprise instruction to information creation and human capital improvement. In addition, the study upgrades the acumen of the enterprise instructive appraisal result by coordinating academic structures and institutional connectivity. Suggestions that identify the instructive structure of an enterprise alongside institutional connectivity and the related measurements of the results of pedagogic evaluation of entrepreneurship are proposed. The paper also introduces the requirements for further evaluation of particular types of academic effect on entrepreneurial human capital resource.

The paper by Rosdi, Chew, Samsudin, and Hassan further confirms that when implemented well, a KM system can indeed enhance organizational outcomes particularly in making sure strategic objectives are well addressed. Although this may not directly relate to Work Life Balance issues, indirect inferences on the latter can be inferenced from this qualitative paper.

Latif, Choudhary, and Sarwar in their study state clearly that use of advanced technologies such as mobile computing and related devices have paved the way for more women to play an active part in mainstream economy while at the same time taking care of their domestic role. The authors in their paper state among others friendly family based polices and institutional support can further contribute to achieving Work Life Balance imperatives.

Despite the fact that the papers in this distribution cover a wide range of ideas, strategies, and methodologies with respect to KM and learning systems that empower work-life balance, they are all centered on enhancing the comprehension and convenience of work-life balance issues in various sectors. These papers can further kindle future research and in-depth studies in certain areas to improve work-life balance through information technologies and KM aspects.

Acknowledgements

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