

Analysis on teachers' group knowledge sharing

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Abstract. Sharing knowledge among teachers' group is an important way to improve teachers' abilities and to make schools more competitive. The article analyzed the essence and the importance of Sharing knowledge among teachers' group, looked for the factors restricting its development in the conception and management of current university, and finally put forward some advice, including: improving management mechanism and technology support, shaping good environment.

Meaning of Group Knowledge-sharing between teachers

Knowledge, according to the Webster Dictionary, is defined to be the fact or condition of knowing something with familiarity gained through experience or association. It's the sum of what is known: the body of truth, information, and principles acquired by humankind. Group knowledge sharing refers to colleges and universities by means of IT and a variety of measures, mutual exchanges between the teachers share with each other to achieve the common purpose of promoting.^[1]

Knowledge plays an important role in our lives, and with two features, it provides for teachers a better environment to group knowledge-sharing. The two features are: First, knowledge has mobility. Knowledge can be spread between people, while the dissemination of knowledge, knowledge has mobility. Because of the mobility of knowledge, more people have gained the knowledge and social practice, and are able to promote social progress and development. With the application of advanced technology, the speed of knowledge flow faster and faster. However, while promoting the dissemination of knowledge, knowledge is getting obsolescence, so the need to constant new knowledge in the social practice, knowledge, creative. People decorated the knowledge used in social practice, and from social practice, continue to accumulate and create new knowledge so that knowledge flows at the same time, continuous creation and updating, and become creative. It is precisely because there have been new knowledge to social practice, in order to promote social development and changes. Group knowledge-sharing allows people to have mutual exchange of ideas and learn together at the same time, accelerating the flow and dissemination of knowledge, and inspiring more new knowledge and new ideas generated. In a special organization, like school, the quality and quantity of teachers' knowledge have higher requirements. Therefore, teachers' group knowledge-sharing is particularly important for the adapting to the rapid development of society.^[2]

Significance of Group Knowledge-sharing between teachers

Contribution to the development of teachers. The teachers are the disseminators of knowledge, university teachers are responsible for the dissemination of cutting-edge knowledge, and promoting the social development. So they need to keep enriching themselves. Group knowledge sharing mechanisms will contribute to the development of teachers.

Firstly, it will help teachers to acquire more knowledge. In order to guarantee that the Professor useful and creative content, teachers must continue to learn about related areas of cutting-edge

dynamic with the increasing number of interdisciplinary accept other areas of knowledge, broaden their horizons. Through knowledge sharing with each other in a certain platform to make the exchange of knowledge with others, it is a good help teachers to acquire more knowledge in a relatively short period of time, and the exchanges easier to stimulate new ideas, generate new ideas, so groups of knowledge sharing to help teachers to acquire more knowledge.

Secondly, it will improve teachers' teaching abilities. The teacher's ability, which includes the professional disciplines and pedagogical capability, indicates the extent of the impact on students. Professional and academic abilities are granted subject to master and extent of the teaching skills of teachers teaching design, the use of teaching methods, understanding of educational philosophy, they will directly affect the students master the knowledge, so to improve the teaching skills are also important for teachers' professional development. Instance between teachers teaching seminars, teaching experience, the lesson preparation with each other will be a long-term teaching experience, teaching feelings to share with others, to quickly improve teaching skills.

Contribution to the development of schools. The university is a knowledge transfer and the creation of an important place, and only able to maintain the knowledge continuously updated, colleges and universities will be more dynamic in order to develop long-lasting. Different backgrounds, ideas between teachers in the process of knowledge creation, knowledge sharing, enhanced the academic atmosphere of the school, while promoting the faster development of the various disciplines in the school, the knowledge shared around the core competencies of the University of to create a large number of core assets, enhance its core competitiveness. So that colleges and universities in the knowledge innovation is sustainable development.

Contribution to the development of students. Students to apply knowledge learned in the schools of social activities subject, to enable students to adapt to social progress and development, the need to continue to give the students spread the frontiers of knowledge, teachers 'groups, knowledge sharing, not only to improve the professional quality and skills of the teachers' team, more students played a direct role in promoting learning at the same time, the group exchange to communicate with each other by the formation of a good academic atmosphere, and played a good role in promoting student learning, thinking of upgrading.

Difficulties of Group knowledge-sharing

Lack of consciousness. Firstly, as the main body of the owner and exchange of knowledge, the teachers in the understanding of shared knowledge gaps exist. First of all, the mutual lack of trust led to difficulties in knowledge sharing. Because of individual differences in the worldview, values, understanding, individuals come to different conclusions and the knowledge. In the group, the teacher with each other to share experience view, the need for mutual trust, if you do not trust other people will be suspicious of or even deny the views of others so you do not exchange ideas with others. Teacher during teaching practice and theoretical study of the process, will develop their own unique style, these are all teachers in alone to explore the formation. The sixties and seventies of the twentieth century, some scholars have proposed teacher individualism, teachers tend to adhere to the independent kingdom on their own business and academic, are unwilling to cooperate with other people. Precisely because of the characteristics of the teacher work environment and the knowledge and skills formation, leading to the relative independence of this group in the knowledge of the use of, hinders knowledge sharing groups.^[3] Secondly, the knowledge-holders out of dominant position and other considerations, will not take the initiative to disseminate knowledge. Especially in the lost of a variety of management mechanisms, teachers will want to better development by their own achievements in order to protect their own interests; teachers are often not willing to own knowledge and experience to share with others.

The school management mechanism is lack of the part for knowledge. Group knowledge can be seen as a valuable property of the school, responsible for group knowledge sharing mechanism should be the school, the school management lack of understanding of the teacher groups, the importance of knowledge sharing, establish and improve the sharing mechanism to improve the

awareness of teachers' knowledge sharing is not yet to carry out positive action, so that the source is not conducive to group knowledge sharing.

Technology barriers. IT is an important way of knowledge management can be said that only the development of information technology to promote knowledge management activities. Knowledge sharing need to think of the exchange, sharing a platform of resources, such as campus networks, teachers' resource library, and so only through these platforms in order to carry out the exchange of knowledge. However, many schools on the use of information technology are not well meet the requirements of the group of teachers knowledge sharing, the lack of knowledge sharing technology platform, resulting in knowledge exchange activities can not be successfully carried out.^[4]

Problems of management structure. Competition mechanism prevents. Current school to introduce market. Mechanisms of competition for vigorously implementing various incentives and elimination mechanism, so that teachers used the others proved their talents are being targeted by external means to exert pressure on the teachers themselves. In order to avoid elimination, in order to qualify, teachers will have knowledge of confidentiality and monopoly, and refused to share with others, and this has led to a lack of communication between them, knowledge is difficult to support in groups midstream, would make the whole school lack the innovative power of knowledge resources.

Teacher's knowledge protection mechanism not clarified. As is known to all, knowledge of the results of the teachers confirmed, will bring the material and spiritual interests of various stakeholders, the only effective protection for teachers results, to ensure that their own interests are not threatened, groups will be conducted smooth exchanges. But many of our schools protection mechanism is not perfect, so to some extent, unless the development of group knowledge sharing.

Advice and Solutions

Improving management mechanism. Effective management mechanism is the direct lost group of teachers knowledge sharing, the establishment of a sound group of knowledge-sharing mechanisms to promote the flow of knowledge through the promotion of external means, continue to produce new knowledge and knowledge exchange to improve the quality of the teaching team and the school's competitiveness.

Motivation mechanism. American scholar Michael DeBouch believes that people will be rewarded to do things, things that are rewarded will be repeated "psychology that the incentive caused by the incentives, according to the needs of people with the appropriate incentives to induce human behavior. By motivating, we can raise the enthusiasm of the teachers for knowledge-sharing behaviors. Clearly defined performance appraisal of teachers can also add on the part of knowledge sharing, knowledge sharing proportion in the individual performance appraisal, in order to strengthen the behavior of the teachers to share knowledge. The choice of ways to motivate, not only to material rewards, but also attach importance to the combination of spiritual reward, by combining a variety of methods and means to encourage the behavior of teachers.

Protection mechanism. Various sound knowledge protection mechanisms. Teachers' reluctance to share knowledge is an important reason is because to create the results have not been well protected, it will damage their own personal interests, so necessary to improve the knowledge protection mechanisms, such as intellectual property rights protection mechanisms, etc., so that teachers can protect themselves interests of the case, rest assured that with others.

Improving technology support. Knowledge can be divided into explicit and implicit, explicit knowledge can be the symbol represents, so that you can make use of text, numbers and symbols to explicit knowledge spread. Development of information technology, knowledge flow faster and faster. Group knowledge-sharing needs IT support. Schools should strengthen technical support and IT to share knowledge resources of others, so that teachers can be more convenient and efficient communication. The technology can be applied to knowledge sharing technology, document management technology, information inquiry, groupware, and data mining techniques, knowledge-sharing through the use of these technologies more quickly.^[5]

Shaping good environment. Team learning, organizational culture environment is the teacher of group knowledge sharing is an important internal loss of factors, only the formation of such a culture, and good communication atmosphere between the members of the organization, learning organization most able to form such a culture. A learning organization is able to skillfully create, access and delivery of knowledge-based organization, he asked the members to grow together, learn from each other, so the teacher groups to carry out knowledge sharing, the need to create a learning organization.^[6]Build a learning organization, on the one hand, by creating a culture of lifelong learning, the boot measures and incentives, so that teachers have a common vision of learning. On the other hand, help teachers to cultivate the atmosphere of the learning organization. In team learning environment, by learning together and mutual inspiration, they have better access to new knowledge and innovation. Exchange with each other through the learning organization, knowledge sharing and common progress, helping teachers to acquire new knowledge, improve their own quality and capacity.

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