

# Knowledge Management System Design and Implementation: User Adoption Factors, Technology Selection, and Organizational Learning Integration

Dr. Ajit Sane<sup>1</sup>, Dr. Deep Shah<sup>2</sup>, Ms. Pooja Das<sup>3</sup>

Director, Ramachandran International Institute of Management, Pune<sup>1</sup>

Associate Professor, Ramachandran International Institute of Management, Pune<sup>2</sup>

Assistant Professor, Ramachandran International Institute of Management, Pune<sup>3</sup>

drajitsane@yahoo.com, shah.deep10@gmail.com, poojadas@riimpune.com

**Abstract:** *This research paper examines the critical factors influencing knowledge management system (KMS) design and implementation, focusing on user adoption patterns, technology selection criteria, and organizational learning integration strategies. Through analysis of contemporary literature and real-world implementation data from 2020-2021, this study identifies key success factors and barriers in KMS deployment. The research reveals that user-centric design principles, strategic technology alignment, and robust organizational learning frameworks significantly impact KMS effectiveness. Primary findings indicate that organizations achieving 85% user adoption rates implement comprehensive change management programs alongside technical deployment. The study contributes to the growing body of knowledge on digital transformation and organizational learning by providing evidence-based recommendations for KMS implementation success.*

**Keywords:** Knowledge Management Systems, User Adoption, Technology Selection, Organizational Learning, Digital Transformation