

Linda Argote

# Organizational Learning

Creating, Retaining and Transferring Knowledge

*2nd Edition*

 Springer

# Organizational Learning Creating Retaining And Transferring Knowledge

**Raanan Lipshitz, Victor  
Friedman, Micha Popper**



## **Organizational Learning Creating Retaining And Transferring Knowledge:**

*Organizational Learning* Linda Argote, 1999-01-31 Why do some organizations learn at faster rates than others Why do organizations forget Could productivity gains acquired in one part of an organization be transferred to another Learning curves have been documented in many organizations in both the manufacturing and service sectors The classic learning curve model implies that organizational learning is cumulative and persists through time However recent work suggests that firms also demonstrate depreciation of knowledge or forgetting Such understanding becomes more exciting as one looks at the link between learning and productivity *Organizational Learning Creating Retaining and Transferring Knowledge* describes and integrates the results of research on factors explaining organizational learning curves and the persistence and transfer of productivity gains acquired through experience Chapter One provides an overview of research on organizational learning curves Chapter Two introduces the concept of organizational forgetting or knowledge depreciation Chapter Three discusses the concept of organizational memory Chapter Four argues that analyzing small groups provides understanding at a micro level of the social processes through which organizations create and combine knowledge Chapter Five describes results on knowledge transfer Chapter Six discusses various tensions and trade offs in the organizational learning process

**Organizational Learning** Linda Argote, 2012-11-14 Why do some organizations learn at faster rates than others Why do organizations forget Could productivity gains acquired in one part of an organization be transferred to another These are among the questions addressed in *Organizational Learning Creating Retaining and Transferring Knowledge* Since its original publication in 1999 this book has set the standard for research and analysis in the field This fully updated and expanded edition showcases the most current research and insights featuring a new chapter that provides a theoretical framework for analyzing organizational learning and presents evidence about how the organizational context affects learning processes and outcomes Drawing from a wide array of studies across the spectrum of management economics sociology and psychology *Organizational Learning* explores the dynamics of learning curves in organizations with particular emphasis on how individuals and groups generate share reinforce and sometimes forget knowledge With an increased emphasis on service organizations including healthcare Linda Argote demonstrates that organizations vary dramatically in the rates at which they learn with profound implications for productivity performance and managerial and strategic decision making

*Organizational Learning* Linda Argote, 2012-11-14 Why do some organizations learn at faster rates than others Why do organizations forget Could productivity gains acquired in one part of an organization be transferred to another These are among the questions addressed in *Organizational Learning Creating Retaining and Transferring Knowledge* Since its original publication in 1999 this book has set the standard for research and analysis in the field This fully updated and expanded edition showcases the most current research and insights featuring a new chapter that provides a theoretical framework for analyzing organizational learning and presents evidence about how the organizational context affects learning processes and

outcomes Drawing from a wide array of studies across the spectrum of management economics sociology and psychology Organizational Learning explores the dynamics of learning curves in organizations with particular emphasis on how individuals and groups generate share reinforce and sometimes forget knowledge With an increased emphasis on service organizations including healthcare Linda Argote demonstrates that organizations vary dramatically in the rates at which they learn with profound implications for productivity performance and managerial and strategic decision making **The ^AOxford Handbook of Group and Organizational Learning** Linda Argote, John M. Levine, 2020-01-02 Groups and organizations vary dramatically in their ability to learn Some acquire substantial knowledge as a function of experience while others do not Failing to learn from experience can have significant consequences for organizations and their members The goal of this handbook is to bring together cutting edge theoretical and empirical work on group and organizational learning by leading scholars from several disciplines The handbook advances understanding of the causes and consequences of learning in collectives of varying size and complexity The handbook provides insights about how to overcome barriers to learning in groups and organizations and thereby to improve their performance **Organizational Learning and Knowledge: Concepts, Methodologies, Tools and Applications** Management Association, Information Resources, 2011-07-31 Organizational Learning and Knowledge Concepts Methodologies Tools and Applications demonstrates exhaustively the many applications issues and techniques applied to the science of recording categorizing using and learning from the experiences and expertise acquired by the modern organization A much needed collection this multi volume reference presents the theoretical foundations research results practical case studies and future trends to both inform the decisions facing today s organizations and the establish fruitful organizational practices for the future Practitioners researchers and academics involved in leading organizations of all types will find useful grounded resources for navigating the ever changing organizational landscape **Organisation und Theorie** Andreas Schröer, Michael Göhlich, Susanne Maria Weber, Henning Pätzold, 2016-02-19 Zwei grundlegende Perspektiven organisationsp dagogischer Theoriebildung bilden den Gegenstand des Bandes solche die organisationsp dagogische Fragestellungen mittels R ckgriff auf Theorien anderer diszipliner Herkunft Soziologie Managementwissenschaft Psychologie beantworten und jene die dieses im Anschluss an eine p dagogische Theorietradition unternehmen Das organisationsp dagogische Kernthema organisationales Lernen im engen Sinne wird hierbei ebenso angesprochen wie auch die damit verbundenen Aspekte der Teilbereiche Organisationsberatung Organisations und Personalentwicklung F hrungskr fteentwicklung Qualit tsentwicklung Diversit tsmanagement Partizipationsentwicklung und Evaluation organisationalen Lernens Neben der Adressierung organisationsp dagogischer Teilfragen wird auch eine grundlegende Theoretisierung von Organisation aus organisationsp dagogischer und erziehungswissenschaftlicher Perspektive geleistet Organization Theories in the Making Linda Rouleau, 2022-08-25 Organization Theories in the Making aims to demonstrate how over the last 25 years the field of organization theories OTs

has been providing stimulating thoughtful and innovative perspectives The book offers a selective immersion in organizational institutionalism convention analysis network analysis knowledge studies discourse studies and practice studies For each of these perspectives the book explores its different research streams and zooms in the research communities that give rise to them In addition it highlights how these perspectives all intersect with each other to form a mosaic of ideas that define today s organizations Rouleau also invites graduate students and early career researchers to learn how recent theories view and portray the organization and more specifically to understand current research questions conceptual resources and methods A deep knowledge of recent OTs is key when building a compelling literature review and making meaningful theoretical contributions This book offers readers with the opportunity to develop their theory building skills and more by taking a deep dive in the complexities and controversies of OTs The main arguments of each perspective are illustrated by specific exemplars from academic journals Each chapter contains a synoptic table summarizing the main scholarly components within each perspective and its research substreams

**Demystifying Organizational Learning** Raanan Lipshitz, Victor Friedman, Micha Popper, 2006-06-21 This book presents a solid research based conceptual framework that demystifies organizational learning and bridges the gap between theory and practice Using an integrative approach authors Raanan Lipshitz Victor Friedman and Micha Popper provide practitioners and researchers with tools for understanding organizational learning under real world conditions Key Features Tackles the problem of mystification A clear message is presented that organizational learning and related concepts have been mystified in a way that is unnecessary and dysfunctional to both theory and practice This book provides a unique set of tools for understanding promoting and studying organizational learning Introduces an integrative theme that addresses three key questions How can organizations actually learn What is the key for productive organizational learning When is productive organizational learning likely to occur Answering these questions is the key to clarifying the conceptual confusion that plagues the related fields of organizational learning learning organizations and knowledge management Illuminates organizational reality All of the concepts presented in the book are illustrated through concrete case examples Detailed analyses are provided of both successful and unsuccessful applications of organizational learning In addition examples of interventions to develop organizational learning are included to help managers and consultants Intended Audience This book is designed for advanced undergraduate and graduate courses such as Organizational Learning Knowledge Management and Organizational Behavior in the departments of Management Organizational Behavior Psychology and Sociology

Wissensmanagement in der strategischen Unternehmensberatung Michael Peterson, 2013-07-02 Michael Peterson identifiziert Erfolgsfaktoren und Rahmenbedingungen f r erfolgreichen Wissenstransfer Wissensgenerierung und Wissensanwendung im Rahmen der Projekt und Teamarbeit strategischer Unternehmensberatungen

*Connecting Adult Learning and Knowledge Management* Monica Fedeli, Laura L. Bierema, 2019-11-25 This multidisciplinary book represents an initial attempt to connect adult learning and

knowledge management in theory and practice It provides educators learners and organizational development professionals with new strategies and resources for developing active and effective pedagogies which in turn prepare learners and practitioners to manage knowledge in organizations and higher education To do so it gathers contributions and case studies from a diverse global team of authors and provides a theoretical and practical outline of new strategies and methods for facilitating adult teaching and learning It also provides a fresh reading of active learning methods by adopting a knowledge management viewpoint that is broadly applicable whether helping students master content in university courses or helping organizations learn and change The book is divided into three main sections a methods and theories for adult teaching and learning b knowledge management in education and c case studies and best practices that consider classroom learning higher education change and organization development

**ECKM 2023 24th European Conference on Knowledge Management Vol 1** Academic Conferences and Publishing Limited,2023-09-07 **Looking Back, Moving Forward**

Elizabeth A. Mannix,Margaret Ann Neale,2012-10-05 This volume is composed of a series of invited chapters from authors who are central and prolific contributors to the areas of group and team based research As such each chapter provides an excellent overview of the current state of the research and a perspective on where scholars should be focusing their future research **E-Learning in the Workplace** Minhong Wang,2017-09-18 This book analyzes the nature and requirements of workplace e learning based on relevant theories such as adult learning community of practice organizational learning and the systems thinking By integrating considerations on organization pedagogy and technology a performance oriented e learning framework is then presented where performance measurement is used to 1 clarify and link organizational goals and individual learning needs 2 direct learning towards work performance and 3 support social communication and knowledge sharing and management in the workplace E learning and related emerging technologies have been increasingly used by organizations to enhance the skills and performance of knowledge workers However most of the efforts tend to focus on the technology ignoring the organizational context and relevant pedagogies of workplace learning Many e learning projects in the workplace settings fail to connect learning with work performance and align organizational goals and individual needs in a systemic way Moreover there is insufficient effort on externalizing and transferring tacit knowledge embedded in practices and expertise based on which to maintain and expand knowledge assets for sustainable development The book presents a systemic theoretical framework design principles and implementation methods together with a case study to demonstrate the use and effectiveness of the performance oriented approach to workplace e learning in which organizational social and individual perspectives are integrated in a systemic way The performance oriented approach to workplace e learning enables self regulated and socially constructed learning activities to be clearly motivated and driven towards the goal of performance improvement and makes learning at the organizational social and individual levels integrated in a systemic way The effects of individual and social learning support and organizational learning environment on employees motivation to use performance

oriented e learning are also investigated

**Unleashing Absorptive Capacity and Unlearning for Organizational Excellence** Derbali, Abdelkader Mohamed Sghaier, Chaudhary, Shilpa, Sood, Rohit, Chandel, Ajay, 2024-10-23 In today's rapidly evolving business landscape organizations are constantly faced with the challenge of staying competitive and adapting to change To thrive in this dynamic environment it is crucial for organizations to develop the capability to learn unlearn and relearn effectively Absorptive capacity the ability to acquire assimilate and apply external knowledge plays a vital role in fostering innovation agility and competitive advantage By tapping into external sources of knowledge organizations can leverage new insights technologies and best practices to fuel their growth and development However absorptive capacity alone is not enough Organizations must also cultivate the willingness and ability to unlearn outdated knowledge assumptions and practices that may hinder progress Unleashing Absorptive Capacity and Unlearning for Organizational Excellence delves into the interconnected dynamics of absorptive capacity and unlearning within organizational contexts It emphasizes how absorptive capacity and unlearning can mutually reinforce and amplify each other creating a positive feedback loop Covering topics such as continuous improvement learning cultures and organizational adaptability this book empowers leaders managers human resources professionals researchers academicians educators postgraduate students and more with the knowledge and tools necessary to foster a culture of continuous learning ultimately contributing to organizational excellence

**Managing and Leading Organizational Change** Mark Hughes, 2018-10-10 Organizational change impacts upon all organizations regardless of size and sector In this unique organizational change textbook important ongoing debates about managing change and leading change are combined giving a broader perspective that encourages readers to engage with both management and leadership In combination management and leadership insights inform how organizations are changing and how we can make a positive difference in such processes of change Managing and Leading Organizational Change speaks both to the applied and practical aspects of organizational change as well as questioning the research and evidence base of organizational change practices Chapters begin with real world insights followed by coverage of the major theories The ongoing nature of these debates is signposted through the inclusion of questioning sections with research case studies showcased This textbook will be particularly beneficial for final year undergraduates and postgraduates studying organizational change strategic change change management and change leadership modules

**Der Wissenstransfer in User-Innovationsprozessen** Alexandra K. Hüner, 2013-08-23 In der Innovationsforschung gelten der Transfer und die Rekombination von Wissen in Entwicklungsprozessen als wesentliche Einflussfaktoren für den Innovationserfolg Alexandra Hüner analysiert den Wissenstransfer in User Innovationsprozessen anhand dreier empirischer Studien in der Medizintechnik Die Ergebnisse zeigen dass die Verwendung vielfältigen Wissens maßgeblich für die Entwicklung besonders neuartiger User Innovationen ist Erfolgreich innovierende User greifen bevorzugt auf ihr vorhandenes lokales Wissen zurück Die daraus resultierenden Handlungsempfehlungen sind für User und

Unternehmen von Relevanz deren Ziel die Entwicklung von Problemlösungen mit bestimmten Eigenschaften z.B. besonders neuartig ist Innovative Management and Business Practices in Asia Ordoñez de Pablos, Patricia, Zhang, Xi, Chui, Kwok Tai, 2019-12-27 Businesses in the Asia Pacific communities provide enormous opportunities for local entrepreneurs to develop and collectively collaborate with other economies. However, several challenges and success factors exist for effective business operations in the region. Innovative Management and Business Practices in Asia is a collection of innovative research that enhances understanding and collaboration in business management and technology in Asia for the present and in the future. While highlighting topics including corporate culture, international trade and business administration, this book is ideally designed for managers, executives, CEOs, board members, corporate professionals, managing directors, deans, decision makers, professors, researchers, policymakers, industry practitioners and students.

**Organizational Culture and Behavior: Concepts, Methodologies, Tools, and Applications** Management Association, Information Resources, 2017-02-10 The questionable practices and policies of many businesses are coming under scrutiny by consumers and the media. As such, it is important to research new methods and systems for creating optimal business cultures. Organizational Culture and Behavior: Concepts, Methodologies, Tools, and Applications is a comprehensive resource on the latest advances and developments for creating a system of shared values and beliefs in business environments. Featuring extensive coverage across a range of relevant perspectives and topics such as organizational climate, collaboration, orientation and aggressiveness, orientation, this book is ideally designed for business owners, managers, entrepreneurs, professionals, researchers and students actively involved in the modern business realm.

*Driving the Economy through Innovation and Entrepreneurship* Department of Management Studies, 2013-04-09 Modern technologies are central to creation of wealth through business expansion leading to economic development. This is visible in the fast-paced technology-induced economic growth experienced by most countries, especially by rapidly growing economies such as India, China, Brazil, South Korea, among others. Increasing individual scientific contribution, nurturing entrepreneurial talent, promoting innovative competence, strategically prioritizing and investing in technologies and enhancing national economic wealth are some of the important Technology Management goals. Technology Management has emerged as a strategic and knowledge domain of interest to academicians, practitioners and policy makers across the globe. Technology Management has also evolved into an interdisciplinary concern which requires national and international collaborations and exchange of insights. Keeping this objective in mind, the International Conference on Technology Management is organized by the Department of Management Studies, Indian Institute of Science, Bangalore, a leader in research and education in Technology Management for the last several decades. This conference aims at integrating experiences of academicians, industry leaders, Technology Managers and Innovators towards effective knowledge creation and economic development. The contributions of the present volume are presented at the International Conference on Technology Management 2012 during 18-20 July 2012.

**Handbook of Research on Human Factors in**

**Contemporary Workforce Development** Christiansen, Bryan, Chandan, Harish C., 2017-03-24 The development of any organization is deeply connected with the influences of its employees By implementing new competencies in the workforce both the employees and the business overall can thrive The Handbook of Research on Human Factors in Contemporary Workforce Development is a pivotal source for the latest scholarly perspectives on social aspects and employee influences on modern business environments Including a range of topics such as gender diversity performance appraisal and job satisfaction this publication is an ideal reference for academics professionals students and practitioners seeking content on optimizing development in contemporary organizations

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