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Theory, Method, and Practice

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Organizational Learning Chris Argyris, Donald A. Schön, 1978 A framework for organizational learning Limited learning systems Organizational learning Partial models of intervention Comprehensive intervention *Organizational Learning II* Chris Argyris, 1978 Key Issues in Sustainable Development and Learning William Scott, Stephen Gough, 2004 This book presents seminal readings from existing literature alongside specially commissioned critical vignettes from leading thinkers with interests in sustainable development and learning The book sets out to inform readers about the many perspectives that exist and to challenge assumptions they may have about both sustainable development and learning Through the readings and vignettes the book raises wide ranging issues of how we choose to act Following the format of its companion volume *Sustainable Development and Learning* framing the issues the book builds on existing work across a number of fields as well as on original international research *Key Issues in Sustainable Development and Learning* a critical review is a major resource for anyone studying for masters degrees focusing on environment and sustainable development It is also a valuable tool for professionals in both public and private sector who are dealing with these issues daily Bill and Steve s book for Routledge *Sustainable Development and Learning* framing the issues is one of the academic sources cited by the United Nations in its draft international implementation scheme for the Decade of Education for Sustainable Development which was launched by Kofi Annan last month **Organizational Learning II** Chris Argyris, Donald A. Schön, 1996 *Organizational Learning II Theory Method and Practice* expands and updates the ideas and concepts of the authors ground breaking first book Offering fresh innovations strategies and concise explanations of long held theories this book includes new alternatives for practitioners and researchers Argyris and Schon address the four principle questions which cut across the two branches of the field of organizational learning Why is an organization a learning venue Are real world organizations capable of learning What kinds of learning are desirable How can organizations develop their capability for desirable kinds of learning With new examples and the most up to date information on the technical aspects of organization and management theory Argyris and Schon demonstrate how the research and practice of organizational learning can be incorporated in today s business environment *Handbook of Action Research* Peter Reason, Hilary Bradbury, 2006-01-17 With the *Handbook of Action Research* hailed as a turning point in how action research is framed and understood by scholars this student edition has been structured to provide an easy inroad into the field for researchers and students It includes concise chapter summaries and an informative introduction that draws together the different strands of action research and reveals their diverse applications as well as their interrelations Divided into four parts there are important themes of thinking and practice running throughout **Handbuch Organisationspädagogik** Michael Göhlich, Andreas Schröer, Susanne Maria Weber, 2018-06-22 In den letzten Jahren hat die Organisationspädagogische Forschung sowohl im disziplinären als auch im interdisziplinären Kontext eine erhebliche Entwicklung und Aufwertung erfahren Vor diesem Hintergrund fokussiert und b

ndelt dieses Handbuch Entwicklung Forschung und Diskurse zum Verhältnis von Organisation und zentralen pädagogischen Referenzkategorien Theorien Methoden Gegenstände und Arbeitsfelder der Organisationspädagogik werden von ausgewiesenen ExpertInnen diskutiert mit Wissensbeständen pädagogischer Teildiskurse verschränkt und Anknüpfungspunkte für die professionelle Praxis eröffnet

Organisationales Lernen als erfolgsrelevantes Konstrukt im Rahmen der Internationalisierung von Unternehmen Hannah Noriko Richta, 2012-09-21 Bei der Suche nach Zusammenhängen zwischen der Internationalisierung von Unternehmen und ihrem Erfolg wird zunehmend der Einfluss des Organisationalen Lernens deutlich In bisherigen Untersuchungen bleibt aber offen wie der Lernbegriff definiert wird und wer was auf welche Weise lernt Die verschiedenen Studien kommen deshalb unter Berufung auf die gleichen theoretischen Fundamente zu unterschiedlichen Ergebnissen Hannah Noriko Richta entwickelt auf der Basis einer Diskussion des Forschungsstandes ein geschlossenes Modell der Erfolgswirkung des Organisationalen Lernens im Rahmen der Internationalisierung und unterzieht es einem empirischen Test

Organisation und Theorie Andreas Schröer, Michael Göhlich, Susanne Maria Weber, Henning Pätzold, 2016-02-19 Zwei grundlegende Perspektiven organisationspädagogischer Theoriebildung bilden den Gegenstand des Bandes solche die organisationspädagogische Fragestellungen mittels Rückgriff auf Theorien anderer Disziplinen Herkunft Soziologie Managementwissenschaft Psychologie beantworten und jene die dieses im Anschluss an eine pädagogische Theorietradition unternehmen Das organisationspädagogische Kernthema organisationales Lernen im engen Sinne wird hierbei ebenso angesprochen wie auch die damit verbundenen Aspekte der Teilbereiche Organisationsberatung Organisations- und Personalentwicklung Führungskräftentwicklung Qualitätsentwicklung Diversitätsmanagement Partizipationsentwicklung und Evaluation organisationalen Lernens Neben der Adressierung organisationspädagogischer Teilfragen wird auch eine grundlegende Theoretisierung von Organisation aus organisationspädagogischer und erziehungswissenschaftlicher Perspektive geleistet

Hochleistungsmanagement Peter Pawlowsky, Peter Mistele, 2008-11-23 Der Begriff Hochleistung hat auf viele Menschen eine faszinierende Wirkung aus Nicht zuletzt mag dies daran liegen dass er häufig sehr eng mit positiven Attributen und einem erfolgreichen Handeln verbunden wird Auch auf uns hatte der Begriff eine anziehende Wirkung als wir uns das erste Mal fragten warum es medizinischen Rettungsdiensten Feuerwehrseinheiten Spezialeinheiten der Polizei oder Formel 1 Teams gelingt selbst unter widrigen Umweltzuständen eine hohe Leistung zu erbringen und ihre Ziele sowie die an sie gestellten Erwartungen zu erfüllen Worin liegt diese Hochleistungsfähigkeit begründet Gibt es Merkmale oder Gemeinsamkeiten für die hohe Leistung Lassen sich diese auch in andere Kontexte übertragen sodass Hochleistung gezielt erzeugt und gemanagt werden kann Diese Fragestellungen waren der Ausgangspunkt für den Forschungsschwerpunkt Hochleistungssysteme an der Forschungsstelle organisationale Kompetenz und Strategie FOKUS der Technischen Universität Chemnitz Erste empirische Untersuchungen in den oben genannten Organisationen ließen erkennen dass die untersuchten Einheiten trotz ihrer unterschiedlichen Leistungszielsetzungen Gemeinsamkeiten und

Parallelen aufwiesen die ihnen ein ad quates und situationsangepasstes Handeln erlauben Auf der Suche nach Erkl rungsm glichkeiten zeigte sich dass die Leistungsthematik aus verschiedenen Blickwinkeln unter anderem in den Arbeitswissenschaften der Unfallforschung der Betriebswirtschaftslehre der Psychologie der Fehlerforschung und den Sportwissenschaften behandelt wird Stellenweise werden dabei sogar hnliche Aspekte thematisiert ohne jedoch verbindende Querbez ge herzustellen die das jeweilig andere Gebiet f r die Erkl rung von Hochleistung fruchtbar machenk nnte Uns schien es ein lohnendes Projekt zu sein unterschiedliche Erkl rungsans tze von Hochleistung zu verbinden um neue Deutungsans tze und Gestaltungsma nahmen von Hochleistung a zuzeigen und bergreifend nutzbar zu machen

Organisationsentwicklungsprozess in einem deutsch-chinesischen Joint Venture in Wuxi Hüseyin Özdemir,2013

Theory in Practice Chris Argyris,Donald A. Schon,1992-04-16 This book is a landmark in two fields It is a practical guide tothe reform of professional education It is also a beacon totheoretical thinking about human organizations about theirinterdepAndence with the social structure of the professions andabout theory in practice Journal of Higher Education

Die Prozessrallye - Lerntätigkeit in Organisationen Klaus-Peter Schulz, **Herausgeforderte Organisationen** Katja Lass-Lennecke,2024-01-10 Unternehmen und Organisationen aller Art sind mit gro en Herausforderungen konfrontiert die sie zur Anpassung ihrer jeweiligen Arbeits Interaktions und Produktionsweise zwingen Solche Ver nderungen setzen eine spezifische F higkeit voraus die als organisationales Lernen bezeichnet wird Darunter versteht man einerseits das Wissen um die F higkeit einer Organisation neues Wissen zu erkennen durch ihre Mitglieder aufzunehmen und in neue Prozesse zu bertragen Andererseits bezeichnet dies aber auch die Formen individueller Wissensaufnahme und verarbeitung durch die jeweiligen Mitglieder einer Organisation Der Band zeigt als Leitfaden zun chst die erw hnten Ver nderungsmomente um dann Grundlagen Ebenen und Formen sowie Hemmnisse des organisationalen Lernens darzustellen und mit praktisch umsetzbaren Empfehlungen zu schlie en *Interorganisationales Lernen* Michael Hülsmann,Jessica Lohmann,2009-12-11

Die Autoren untersuchen einen Managementansatz zur kompetenzorientierten Steuerung internationaler Logistiknetzwerke Sie analysieren dabei den Beitrag des interorganisationalen Lernens zur B ndelung Erhaltung und Entwicklung von Unternehmens Kompetenzen **Environmentally-Friendly Food Processing** B Mattsson,U Sonesson,2003-09-30 Environmental awareness in the food industry has become increasingly important in recent years as a result of consumer pressure and increasing regulation This book addresses how to achieve environmentally friendly food production reviewing the assessment of various food products and the ways in which the industry can improve their operations and become more environmentally responsible Part one evaluates the environmental impact of food processing operations in such areas as fruit vegetable meat and fish processing Part two moves on to address good practice in food processing reviewing packaging recycling and waste treatment as well as methods of improving energy consumption and environmental training for the food industry Environmentally friendly food processing is an essential reference for all those concerned with environmental

awareness and responsibility in the food industry Addresses how to achieve environmentally friendly food production reviewing the assessment of various food products and how the industry can become more environmentally responsible Evaluates the environmental impact of food processing operations in such areas as fruit vegetable meat and fish processing Reviews packaging recycling and waste treatment as well as methods of improving energy consumption and environmental training for the food industry

Organisationale Lernprozesse bei Managementunterstützungssystemen, 2013-07-02 Der Autor analysiert auf der Basis organisationaler Lerntheorien die Einführung von Managementunterstützungssystemen die einen wesentlichen Baustein in aktuellen betrieblichen Reorganisationsprozessen darstellen *Organisationsdiagnostik und Organisationsentwicklung* Manfred Bornewasser, 2009 Die Globalisierung führt zu einer spurbaren Erhöhung der Konkurrenz zwischen Unternehmen Diese erfordert eine permanente Überprüfung der bestehenden Strukturen und Prozesse im Hinblick auf betriebliche Effektivität und Effizienz Systematische und gezielte Anpassungen sind ohne Organisationsdiagnostik und Organisationsentwicklung nicht denkbar Der vorliegende Band gibt einen theoriegeleiteten Einblick in die Verfahren der Diagnostik von Strukturen und Prozessen und zeigt die Grundzüge der aktiv betriebenen Organisationsanpassung auf Auf die klassische Organisationsentwicklung wird ebenso eingegangen wie auf das moderne Qualitäts und Change Management Im Vordergrund steht die Darstellung logischer und statistischer Instrumente die der systematischen Ursachenfindung und Durchsetzung von geplanten Veränderungsmassnahmen dienen Ausführungen zur Evaluation dieser Massnahmen runden das Buch ab *Betriebliches Sicherheitsmanagement* Frank Ritz, 2015-03-27 Was kennzeichnet effektives Sicherheitsmanagement Welche Methoden umfasst es Wie können Sicherheitsmassnahmen so umgesetzt werden dass sich viele Mitarbeiter aktiv beteiligen Unter ganzheitlichen Aspekten geht das Buch diesen Fragen nach das neben technischen und rechtlichen insbesondere auch die psychologischen und organisatorischen Faktoren beleuchtet Konkrete Beispiele veranschaulichen die verschiedenen branchenspezifischen Problemfelder und zeigen erfolgreiche Lösungen auf Ein Praxisleitfaden zur Entwicklung und Pflege eines unternehmensweiten Sicherheitsmanagements und einer nachhaltig gelebten Sicherheitskultur *Organizational Learning in Asia* Jacky Hong, Robin Snell, Chris Rowley, 2017-03-16 Organizational Learning in Asia Issues and Challenges addresses important and pressing questions on organizational learning in Asia in both domestic and foreign firms those that have been forgotten in the mainstream literature or that remain unasked and unanswered Three sets of questions are especially salient First how can firms operating in or from Asia detect respect recognize and honor different cultural stances on suggestion giving knowledge sharing and standardization while also challenging accepted wisdom avoiding risks and mistakes and voicing disagreement Second how can such firms facilitate local experimentation and innovation by providing a common knowledge platform in a non totalitarian manner Finally how can such forums promote reverse knowledge transfer from subsidiary to headquarters and across subsidiaries in different nations by avoiding ethnocentricity cultivating local talent and building a group of communities of practice across

cultural and status boundaries Addresses important and pressing questions about organizational learning in Asia for both domestic and foreign firms Explores how such firms can facilitate local experimentation and innovation Promotes reverse knowledge transfer from subsidiary to headquarters and across subsidiaries in different nations **Human Factors - Psychologie sicheren Handelns in Risikobranchen** Petra Badke-Schaub, Gesine Hofinger, Kristina Lauche, 2008-08-15 In Luftfahrt Kernkraft chemischer Industrie Medizin und Militär arbeiten Menschen mit komplexen technischen Systemen Doch in kritischen Situationen entscheidet der Mensch nicht die Maschine und das häufig unter Zeitdruck und hohem Risiko Dabei können Fehler dramatische Konsequenzen haben Risikobranchen benötigen deshalb Konzepte die Fehlerquellen minimieren sicheres Handeln fördern und den Faktor Mensch effektiver einsetzen Im ersten Buchteil erklären Wissenschaftler Konzepte zu Sicherheit Fehlern und menschlichem Handeln Im zweiten Teil stellen erfahrene Praktiker aktuelle Herausforderungen einzelner Branchen vor und präsentieren Lösungsansätze Wie werden Prozesse und Systeme sicherer und Kommunikation effektiver gestaltet Wie kann Komplexität reduziert werden Welche Rolle spielen Personalführung oder neue Formen der Zusammenarbeit Wie kann Teamarbeit trainiert werden Sicherheitsbeauftragte Manager und Personaler in Risikobranchen Ingenieure Trainer und Psychologen finden in diesem Buch aktuelle Konzepte der Human Factors Psychologie anschaulich erklärt und mit spannenden Fallbeispielen verdeutlicht

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