

Linda Argote

# Organizational Learning

Creating, Retaining and Transferring Knowledge

*2nd Edition*



Springer

# Organizational Learning Creating Retaining And Transferring Knowledge

**John Dumay, James Guthrie, Rahat Munir**



## **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 **Handbook of Organizational Learning and Knowledge Management** Mark Easterby-Smith, Marjorie A. Lyles, 2011-08-17 The fully revised and updated version of this successful Handbook is welcomed by management scholars world wide By bringing together the latest approaches from the leading experts in organizational learning knowledge management the volume provides a unique and valuable overview of current thinking about how organizations accumulate knowledge and learn from experience Key areas of update in the new edition are Resource based view of the firm Capability management Global management Organizational culture Mergers acquisitions Strategic management Leadership **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 *The Oxford 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 In groups learning can occur at the level of the individual member and or the group as a whole In organizations learning can occur at both of these levels as well as that of the wider collective Besides varying in the amount and kind of information they acquire groups and organizations also vary regarding their success in retaining knowledge and transferring it to other units In general groups and organizations that are proficient in acquiring retaining and transferring knowledge are more productive and more enduring than their less able counterparts 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 Because many of the same processes influence learning in groups and organizations including both kinds of learning in the same volume has the potential to facilitate the integration of knowledge and the cross fertilization of ideas These benefits are reciprocal in that research at the group level can shed light on how organizations learn whereas research at the organizational level can illuminate how groups learn By clarifying

similarities and differences in the processes that underlie learning in groups and organizations the handbook advances understanding of the causes and consequences of learning in collectives of varying size and complexity **The SAGE Handbook of Process Organization Studies** Ann Langley, Haridimos Tsoukas, 2016-12-14 The SAGE Handbook of Process Organization Studies provides a comprehensive and timely overview of the field This volume offers a compendium of perspectives on process thinking process organizational theory process research methodology and empirical applications The emphasis is on a combination of pedagogical contributions and in depth reviews of current thinking and research in each of the selected areas combined with the development of agendas for future research The Handbook is divided into five sections Part One Process Philosophy Part Two Process Theory Part Three Process Methodology Part Four Process Applications Part Five Process Perspectives The Role of 'Experts' in International and European Decision-Making Processes Monika Ambrus, Karin Arts, Ellen Hey, Helena Raulus, 2014-08-28 A broad gauged analysis of the issues raised by experts involvement in international and European decision making processes **Learning Organizations** Malva Daniel Reid, Jyldyz Bekbalaeva, Denise Bedford, Alexeis Garcia-Perez, Dwane Jones, 2021-09-06 Learning Organizations delves into why learning is an essential business operation how modern learning is different from industrial era training how to discover learning sources and opportunities how to design a learning environment and learning strategies that optimize the potential of every employee **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

**Organization Theories in the Making** Linda Rouleau, 2022 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

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**ICICKM 2019 16th International Conference on Intellectual Capital Knowledge Management & Organisational Learning** John Dumay, James Guthrie, Rahat Munir, 2019-12-05

Knowledge Management Murray E. Jennex, 2008-01-01 Provides comprehensive in depth coverage of all issues related to knowledge management including conceptual methodological technical and managerial issues Presents the opportunities future challenges and emerging trends related to this subject

*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

**Knowledge Management** Morgen

MacIntosh, Taverékere Srikantiah, 2000 Here is the first comprehensive reference to the literature available for the individual interested in KM featuring citations to over 1 500 published articles 150 Web sites and more than 400 books Organized by topic area this is a natural companion volume to Knowledge Management for the Information Professional and an important tool for anyone charged with contributing to or managing an organization's intellectual assets Economic and Social Implications of Information and Communication Technologies Bayar, Yilmaz, Karabetyan, Lina, 2022-12-19 Enormous developments have been made in the field of information and communication technologies ICT during the past four decades as ICT has spread rapidly in the world and become a significant part of daily life for economic units ICT development and penetration are continuing to affect all aspects of societies and have led to significant changes in almost all disciplines such as education environment economics management energy health and medical care Economic and Social Implications of Information and Communication Technologies explores the economic and social implications of ICT development and penetration from a multidisciplinary perspective Covering key topics such as sustainability public health and economic growth this reference work is ideal for managers industry professionals researchers scholars practitioners academicians instructors and students **Organizations and Knowledge Management** Marco Valeri, 2025-10-03 The premise of this book is that in the contemporary fast evolving competitive landscape traditional management models are outdated The author emphasizes instead the importance of continuous knowledge regeneration and human capital in achieving sustainable success Through insightful chapters on post modernism in organizational design complexity and strategic learning this book guides organizations in recognizing the value of human knowledge and the dynamic nature of routines It challenges outdated management models urging leaders to reinvent their organizations with intelligence and adaptability Essential reading for business leaders managers and academics this book offers a comprehensive framework for fostering innovative knowledge driven organizations *Annual Review of Information Science and Technology* Blaise Cronin, 2007 ARIST published annually since 1966 is a landmark publication within the information science community It surveys the landscape of information science and technology providing an analytical authoritative and accessible overview of recent trends and significant developments The range of topics varies considerably reflecting the dynamism of the discipline and the diversity of theoretical and applied perspectives While ARIST continues to cover key topics associated with classical information science e g bibliometrics information retrieval editor Blaise Cronin is selectively expanding its footprint in an effort to connect information science more tightly with cognate academic and professional communities *Handbook of Research on Race, Gender, and the Fight for Equality* Prescott, Julie, 2016-03-31 Diversity in the workforce can be attributed to both a popular cultural shift and legislative intervention Despite these forces discrimination endures in all aspects of Western society from education to employment Unequal pay and opportunities for promotion are symptoms of a systematic discrimination of individuals based on race and gender The Handbook of Research on Race Gender and the Fight for Equality

provides a critical look at race gender and modern day discrimination Focusing on workplace and educational dynamics the research found within this book addresses equal opportunity and diversity requirements from a myriad of perspectives This book is an essential reference source for professionals and researchers working in equality as well as managers and those in leadership roles



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