

Linda Argote

# Organizational Learning

Creating, Retaining and Transferring Knowledge

*2nd Edition*

 Springer

# Organizational Learning Creating Retaining And Transferring Knowledge

**Mark Easterby-Smith, Marjorie A. Lyles**



## **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 R sum This handbook is currently in development with individual articles publishing online in advance of print publication At this time we cannot add information about unpublished articles in this handbook however the table of contents will continue to grow as additional articles pass through the review process and are added to the site Please note that the online publication date for this handbook is the date that the first article in the title was published online

**ICICKM 2019 16th International Conference on Intellectual Capital Knowledge Management & Organisational Learning** John Dumay, James Guthrie, Rahat Munir, 2019-12-05 The Wiley Blackwell Handbook of the Psychology of Training, Development, and Performance Improvement Kurt Kraiger, Jonathan Passmore, Nuno Rebelo dos Santos, Sigmar Malvezzi, 2020-06-02 This Handbook is sure to become a key resource for any researcher or professional looking for the latest and most innovative thinking from around the world on the full range of topics related to training development and performance management Bradford S Bell PhD Cornell University USA Editor Personnel Psychology I wish I could have accessed this book many years ago Comprehensive and scholarly the four sections training e learning personal

and professional development and performance management fit well together and address a gap in the literature that has been apparent for some time The psychological perspective speaks to growing interest in the micro foundations of strategic success and the blending together of both formal and informal perspectives on learning in organizations ensures a holistic rather than piecemeal approach to the question of how to build individual knowledge skills and competences in organizations I believe that this book will make a significant impact on its target audience in this critical area Helen Shipton Professor of International Human Resource Management Nottingham Trent University UK The Wiley Blackwell Handbook of the Psychology of Training Development and Performance Improvement provides up to date contemporary information for researchers and professionals by reviewing the latest literature and research in the interconnected fields of training development and performance appraisal It brings a psychological perspective to bear on a multidisciplinary field that links to management human resources and education Unique to reference works in this area it maintains a truly global focus on the field with top international contributors looking at research and practice from around the world including South America Europe Canada and Australia as well as the United States and the United Kingdom The chapters cover a diverse range of important contemporary topics such as needs analysis job design active learning self regulation simulation approaches 360 degree feedback and virtual learning environments Together they offer researchers and professionals essential information for building a talented organization a critical and challenging task for organizational success in the twenty first century

**International Review of Industrial and Organizational Psychology 2007** Gerard P. Hodgkinson,J. Kevin Ford,2007-01-30 This is the twenty second in the most prestigious series of annual volumes in the field of industrial and organizational psychology The series provides authoritative and integrative reviews of the key literature of industrial psychology and organizational behaviour The chapters are written by established experts and topics are carefully chosen to reflect the major concerns in both the research literature and in current practice As in previous works in the series this twenty second volume provides scholarly up to the minute reviews and updates of theory and research covering developments across a wide range of established areas and emerging issues including socialization in organizational contexts assessing the costs and benefits of human resources strategies for reducing work family conflict coping research and measurement in the context of work related stress and conducting applied research in a changing world of work Each chapter offers a comprehensive and critical survey of the chosen topic and each is supported by a valuable bibliography For advanced students academics and researchers as well as professional psychologists and managers this remains the most authoritative and current guide to new developments and established knowledge in the field of industrial and organizational psychology *Transfer and Management of Knowledge* Carolina Machado,J. Paulo Davim,2014-10-27 In present days more and more academics and practitioners are seeking to understand how organizations manage their knowledge and intellectual capital in order to obtain more effective competitive advantages Taking into account these issues and in order to answer the

concerns expressed by these professionals this book looks to help them to understand and implement in their organizations effective transfer and management of knowledge strategies It looks for ways to understand and perceive how organizational HR individually and as a team conceptualize invent adapt define and use this knowledge and intellectual capital The book has a special interest in research on important issues that transcend the boundaries of single academic subjects and managerial functions In a modern world characterized by high levels of competition and complexity only those organizations which can manage efficiently all their assets can survive Among these the management of knowledge and intellectual assets is a recent and challenging process Only with human talent organizations can survive Conscious of these priorities this book is of great relevance as it looks for ways to understand and perceive how organizational HR individually and as a team conceptualize invent adapt define transfer and use knowledge and intellectual capital It is also very important and with positive implications to practitioners and academics as it will contribute to a more effective advance and tool of communication in what concerns the understanding of key issues related to the knowledge management and intellectual capital in competitive organizations management all over the world

*Proceedings of the Second International Conference on the Future of ASEAN (ICoFA) 2017 - Volume 1* Ahmad Nizan Mat Noor,Zeti Zuryani Mohd Zakuan,Sarina Muhamad Noor,2019-04-15 This book examines how business the social sciences science and technology will impact the future of ASEAN Following the ASEAN VISION 2020 it analyses the issues faced by ASEAN countries which are diverse while also positioning ASEAN as a competitive entity through partnerships On the 30th anniversary of ASEAN all ASEAN leaders agreed to the establishment of the ASEAN VISION 2020 which delineates the formation of a peaceful stable and dynamically developed region while maintaining a community of caring societies in Malaysia Indonesia Singapore Brunei Vietnam Thailand the Philippines Myanmar Laos and Cambodia In keeping with this aspiration Universiti Teknologi MARA Uitm Perlis took the initial steps to organise conferences and activities that highlight the role of the ASEAN region The Second International Conference on the Future of ASEAN ICoFA 2017 was organised by the Office of Academic Affairs Universiti Teknologi MARA Perlis to promote more comprehensive integration among ASEAN members This book divided into two volumes offers a useful guide for all those engaged in research on business the social sciences science and technology It will also benefit researchers worldwide who want to gain more knowledge about ASEAN countries

*Handbook of Research on Effective Project Management through the Integration of Knowledge and Innovation* Jamil, George Leal,Lopes, Sérgio Maravilhas,Malheiro da Silva, Armando,Ribeiro, Fernanda,2015-01-31 The field of project management experiences conceptual technological and decision issues when projects are created implemented and executed without the needed strategic connection It is important to improve the connection between knowledge management and project management practices The Handbook of Research on Effective Project Management through the Integration of Knowledge and Innovation bridges the gap between knowledge management and project management practices by providing both classical and modern views on their relationship

Discussing principles practices methods and real case studies this book describes the importance of aligning projects with a knowledge based strategic plan to the benefit of practitioners professionals scholars and researchers in the fields of management and information science

**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

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

**23rd European Conference on Knowledge Management Vol 2** Piera Centobelli,Roberto Cerchione,2022-09-01

**Innovating Strategy Processes** Steven W. Floyd,Johan Roos,Claus D. Jacobs,Franz W. Kellermanns,2009-02-09 Innovating Strategy Process presents a series of reflective essays by established and emerging scholars on the subject of innovation considering it both as an outcome of strategy and as a process in itself Contains new ideas and rich case descriptions that will trigger creative thinking about how to design a more innovative strategy process Offers new conceptual frameworks for analyzing and designing strategy process Addresses cutting edge topics such as play as the means and art as the impetus for strategy making the role of emotion in new venture decision making and science and entrepreneurship as a source of innovative strategies Signals the future direction of the field

*Mobilizing Knowledge in Health Care* Jacky Swan,Sue Newell,Susan Newell,Davide Nicolini,2016 The divide between research and practice is one of the biggest challenges to healthcare improvement globally This book aims to build a research led empirically grounded state of the art review of how knowledge is mobilized in healthcare settings and the critical challenges involved

**The Oxford Handbook of Positive Organizational Scholarship** Kim S. Cameron,Gretchen M. Spreitzer,2013-05-02 An ideal resource for organizational scholars students practitioners and human resource managers this handbook covers the full spectrum of organizational theories and outcomes that define explain and predict the occurrence causes and consequences of positivity

*Knowledge Management Strategies for Business*

*Development* Russ, Meir, 2009-09-30 This book addresses the relevance of knowledge management strategies for the advancement of organizations worldwide Provided by publisher      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



Organizational Learning Creating Retaining And Transferring Knowledge: Bestsellers in 2023 The year 2023 has witnessed a noteworthy surge in literary brilliance, with numerous compelling novels enthralling the hearts of readers worldwide. Lets delve into the realm of popular books, exploring the captivating narratives that have charmed audiences this year.

Organizational Learning Creating Retaining And Transferring Knowledge : Colleen Hoover's "It Ends with Us" This heartfelt tale of love, loss, and resilience has captivated readers with its raw and emotional exploration of domestic abuse. Hoover skillfully weaves a story of hope and healing, reminding us that even in the darkest of times, the human spirit can triumph.

Uncover the Best : Taylor Jenkins Reid's "The Seven Husbands of Evelyn Hugo" This intriguing historical fiction novel unravels the life of Evelyn Hugo, a Hollywood icon who defies expectations and societal norms to pursue her dreams. Reid's captivating storytelling and compelling characters transport readers to a bygone era, immersing them in a world of glamour, ambition, and self-discovery.

Discover the Magic : Delia Owens' "Where the Crawdads Sing" This evocative coming-of-age story follows Kya Clark, a young woman who grows up alone in the marshes of North Carolina. Owens spins a tale of resilience, survival, and the transformative power of nature, captivating readers with its evocative prose and mesmerizing setting.

These bestselling novels represent just a fraction of the literary treasures that have emerged in 2023. Whether you seek tales of romance, adventure, or personal growth, the world of literature offers an abundance of captivating stories waiting to be discovered.

The novel begins with Richard Papen, a bright but troubled young man, arriving at Hampden College. Richard is immediately drawn to the group of students who call themselves the Classics Club. The club is led by Henry Winter, a brilliant and charismatic young man. Henry is obsessed with Greek mythology and philosophy, and he quickly draws Richard into his world. The other members of the Classics Club are equally as fascinating. Bunny Corcoran is a wealthy and spoiled young man who is always looking for a good time. Charles Tavis is a quiet and reserved young man who is deeply in love with Henry. Camilla Macaulay is a beautiful and intelligent young woman who is drawn to the power and danger of the Classics Club. The students are all deeply in love with Morrow, and they are willing to do anything to please him. Morrow is a complex and mysterious figure, and he seems to be manipulating the students for his own purposes. As the students become more involved with Morrow, they begin to commit increasingly dangerous acts. The Secret History is a exceptional and gripping novel that will keep you speculating until the very end. The novel is a warning tale about the dangers of obsession and the power of evil.

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### Organizational Learning Creating Retaining And Transferring Knowledge Introduction

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