

Linda Argote

# Organizational Learning

Creating, Retaining and Transferring Knowledge

*2nd Edition*

 Springer

# Organizational Learning Creating Retaining And Transferring Knowledge

**Elizabeth A. Mannix, Margaret Ann  
Neale, Jack A. Goncalo**



## **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

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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 **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 **ICICKM 2019 16th International Conference on Intellectual Capital Knowledge Management & Organisational Learning** John Dumay,James Guthrie,Rahat Munir,2019-12-05 Learning Mechanisms in Process Improvement Initiatives John David Hanson,2006 The ... ASTD Team & Organization Development Sourcebook ,2005 **China's Emerging Outsourcing Capabilities** Mary C. Lacity,Leslie P. Willcocks,2010-02-18 While China is known for its immense manufacturing base in recent years the Chinese government has assigned a high priority to science and technology services as its future growth sectors The Chinese government is supporting this vision with the establishment of research and technology parks favorable tax incentives policy reform grants to help Chinese firms achieve certifications investments in infrastructure and promotion of IT outsourcing ITO and business process outsourcing BPO services Beyond the aspirations of its leaders is China ready to compete in the global ITO and BPO markets How can Western managers successfully engage Chinese ITO BPO suppliers In this book top scholars and practitioners doing leading research on China s ITO and BPO sector help answer these questions All told this book reports on findings from 519 interviews 305 surveys 11 detailed case studies and 34 formal presentations Authors analyze the strengths and weaknesses of China s ITO and BPO markets categorize and analyze Chinese suppliers project future trends in China s

ITO and BPO capabilities and prescribe lessons for Western managers seeking to engage Chinese suppliers Several chapters contain studies of Chinese suppliers and clients engaged in particular ITO or BPO services including procurement media relations logistics and research and development Overall the Chinese ITO and BPO markets are changing rapidly as they both respond to and help form the global outsourcing landscape This book provides an in depth contemporary view on where China is heading how it is going to get there and how companies and countries can engage with China s emerging outsourcing capabilities

**Organizational Learning** Harold Lewis,2015 Organisational learning is the process of creating retaining and transferring knowledge within an organisation This book aims to examine the relationship between five contextual factors and the occurrence frequency of learning organization LO problems in companies that are implementing LM lean manufacturing Other chapters present an overview about the new web technologies potential such as blogs wikis and social networks in the learning process The final chapter revisits Brooks Law improving software productivity by managing complexity

*Corporate Strategies Under International Terrorism and Adversity* Gabriele G. S. Suder,2006 Corporate Strategies under International Terrorism and Adversity raises key issues facing international business and management in an era of global uncertainty Gabriele Suder s second edited book about the security business nexus analyses and evaluates the main strategic and operational responses to global commerce and management The contributors explore the complexities and linkages of firms industries organizational structures international relations markets and terrorism networks They investigate these networks and offer insight into the strategic behavior of international firms The authors likewise examine corporate management and performance issues that encompass internationalization and location decisions global supply chain management and brand portfolio challenges The book concludes by outlining future challenges and with a discussion of the crucial issues that remain open and that will be shaped by the geopolitical context and the way business adapts its corporate strategies Designed to offer key tools for risk assessment and management in this field this important book will be invaluable to risk strategists CEOs of international firms credit risk analysts and academics with an interest in international business and or risk management

**Management Science** ,2006 Issues for Feb 1965 Aug 1967 include Bulletin of the Institute of Management Sciences

**Frontiers of Entrepreneurship Research** ,2007 Creativity in Groups Elizabeth A. Mannix,Margaret Ann Neale,Jack A. Goncalo,2009-11-12 Creativity is being recognized as an important source of competitive advantage because a single creative idea that is both novel and useful may take an organization in a profitable new direction This work aims to promote the burgeoning interest in group creativity by identifying new questions that will drive future research in this area

**Long Range Planning** Society for Long Range Planning,2000 Preventing Unemployment in Europe Paul Klemmer,Rüdiger Wink,2000 Some of the fundamental issues the book tackles include the extent to which the conditional framework for preventive labour market policy is undergoing change the response mechanisms to these changes which characterise national strategies and the learning processes which can be triggered

through the exchange of national experiences within the EU the discussions within the book benefit from both an economic analysis of the subject matter complemented by a broader social science approach The editors have produced a resource which should prove invaluable for both policymakers and academics in the fields of labour market theory and policy

BOOK JACKET **The Journal of Product Innovation Management** ,2003 The Role of the State in Competition and Intellectual Property Policy in Latin America Beatriz Boza,2000 *Organizational dynamics* American Management Associations,2001 *Encyclopedia of Group Processes & Intergroup Relations: K-Z, Index* John M. Levine,2010 The social psychology of groups forms an integral component of mainstream social psychology courses throughout the western world It is also of interest to intersecting disciplines such as sociology organizational and cross cultural psychology and language and communication studies This double volume encyclopedia the only one in existence will cover concepts from across the spectrum from group phenomena to phenomena influenced by group membership from small group interaction to intergroup relations on a global scale The proposed Encyclopedia would contain over 400 concepts written by an international and interdisciplinary gathering of researchers and cover the following topic areas Methods Theory Cognition Types of Groups Organizations Influence and Persuasion Prejudice and Discrimination Decision Making Conflict and Cooperation Group Structure Group Performance Intergroup Relations in Society Identity and Self

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