Linda Argote

Organizational Learning

Creating, Retaining and Transferring Knowledge

2nd Edition

Springer

Organizational Learning Creating Retaining Transferring Knowledge

Joacim Rocklöv

Organizational Learning Creating Retaining 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

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get there and how companies and countries can engage with China s emerging outsourcing capabilities **Organizational dynamics** American Management Associations,2001 **Discussion Paper (University of Minnesota. Strategic Management Research Center).** ,1999 **Long Range Planning** Society for Long Range Planning,2000 **Learning by Firms and Technological Innovation** Rongrong Ren,2005 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 Overcoming Constraints to Organizational Change Aldas Pranas Kriauciunas,2004

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