

Linda Argote

Organizational Learning

Creating, Retaining and Transferring
Knowledge

2nd Edition

Organizational Learning Creating Retaining Transferring Knowledge

Lingsheng Yao

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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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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Table of Contents Organizational Learning Creating Retaining Transferring Knowledge

1. Understanding the eBook Organizational Learning Creating Retaining Transferring Knowledge
 - The Rise of Digital Reading Organizational Learning Creating Retaining Transferring Knowledge
 - Advantages of eBooks Over Traditional Books
2. Identifying Organizational Learning Creating Retaining Transferring Knowledge
 - Exploring Different Genres
 - Considering Fiction vs. Non-Fiction
 - Determining Your Reading Goals
3. Choosing the Right eBook Platform
 - Popular eBook Platforms
 - Features to Look for in an Organizational Learning Creating Retaining Transferring Knowledge
 - User-Friendly Interface
4. Exploring eBook Recommendations from Organizational Learning Creating Retaining Transferring Knowledge
 - Personalized Recommendations
 - Organizational Learning Creating Retaining Transferring Knowledge User Reviews and Ratings
 - Organizational Learning Creating Retaining Transferring Knowledge and Bestseller Lists

5. Accessing Organizational Learning Creating Retaining Transferring Knowledge Free and Paid eBooks
 - Organizational Learning Creating Retaining Transferring Knowledge Public Domain eBooks
 - Organizational Learning Creating Retaining Transferring Knowledge eBook Subscription Services
 - Organizational Learning Creating Retaining Transferring Knowledge Budget-Friendly Options
6. Navigating Organizational Learning Creating Retaining Transferring Knowledge eBook Formats
 - ePUB, PDF, MOBI, and More
 - Organizational Learning Creating Retaining Transferring Knowledge Compatibility with Devices
 - Organizational Learning Creating Retaining Transferring Knowledge Enhanced eBook Features
7. Enhancing Your Reading Experience
 - Adjustable Fonts and Text Sizes of Organizational Learning Creating Retaining Transferring Knowledge
 - Highlighting and Note-Taking Organizational Learning Creating Retaining Transferring Knowledge
 - Interactive Elements Organizational Learning Creating Retaining Transferring Knowledge
8. Staying Engaged with Organizational Learning Creating Retaining Transferring Knowledge
 - Joining Online Reading Communities
 - Participating in Virtual Book Clubs
 - Following Authors and Publishers Organizational Learning Creating Retaining Transferring Knowledge
9. Balancing eBooks and Physical Books Organizational Learning Creating Retaining Transferring Knowledge
 - Benefits of a Digital Library
 - Creating a Diverse Reading Collection Organizational Learning Creating Retaining Transferring Knowledge
10. Overcoming Reading Challenges
 - Dealing with Digital Eye Strain
 - Minimizing Distractions
 - Managing Screen Time
11. Cultivating a Reading Routine Organizational Learning Creating Retaining Transferring Knowledge
 - Setting Reading Goals Organizational Learning Creating Retaining Transferring Knowledge
 - Carving Out Dedicated Reading Time
12. Sourcing Reliable Information of Organizational Learning Creating Retaining Transferring Knowledge
 - Fact-Checking eBook Content of Organizational Learning Creating Retaining Transferring Knowledge
 - Distinguishing Credible Sources
13. Promoting Lifelong Learning

- Utilizing eBooks for Skill Development
- Exploring Educational eBooks

14. Embracing eBook Trends

- Integration of Multimedia Elements
- Interactive and Gamified eBooks

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