

Linda Argote

# Organizational Learning

Creating, Retaining and Transferring Knowledge

*2nd Edition*



Springer

# Organizational Learning Creating Retaining And Transferring Knowledge

**Society for Long Range Planning**



## **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

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*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 *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 **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 **The ... ASTD Team & Organization Development Sourcebook**, 2005 **Learning Mechanisms in Process Improvement Initiatives** John David Hanson, 2006

*Knowledge Creation Using a Structured Improvement Approach* Adrian Souw-Chin Choo, 2003 **Learning by Firms and Technological Innovation** Rongrong Ren, 2005 **Management Science**, 2006 Issues for Feb 1965 Aug 1967 include Bulletin of the Institute of Management Sciences **Essays on the Effects of Information Transfer on Acquisition Performance** Alexander M. Sleptsov, 2004 **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

**Frontiers of Entrepreneurship Research**, 2007 *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

**21st Century Management: A Reference Handbook** Charles Wankel, 2007-12-17 The Handbook of 21st Century Management provides authoritative insight into the key issues for students in college or corporate courses with a particular emphasis on the current structure of the topic in the literature key threads of discussion and research on the topic and emerging trends This resource is useful in structuring exciting and meaningful papers and presentations and assists readers in deciding on management areas to take elective coursework in or to orient themselves towards for a career Indeed familiarity with many of the topics in this Handbook would be very useful in job interviews for positions in business

Long Range Planning Society for Long Range Planning, 2000 *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

International Perspectives Linda L. Neider, Chester Schriesheim, 2007 Overall our objective for this volume is to stimulate additional conceptualizations and research in the very broad area of international management Hopefully the insightful chapters presented here will show not only the challenges involved in understanding such a complex domain but additionally show that substantial progress is being made to untangle the various complexities As in the past there are a number of

individuals we wish to thank First we thank Susan Stearns for her tremendous help in making sure that all of the pieces fit together so well as we organized this volume     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     **Toward a Multilevel Knowledge Transfer Paradigm** Zheng Jane Zhao, 2005

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