Free reading Term paper on organizational behavior (PDF)

Organization and Management Organizational Culture Organization, Culture and Quality of Service Organizing Relationships Organizations and Organization Theory Organization and Management Organizational Culture and the Case of Google The Modern Organization - Their differences, their development and their management Coordination, Organizations, Institutions, and Norms in Agent Systems II Ebay's Approach Towards Organisational Learning Organizational Communication Structure Appreciative Inquiry Approaches to Organizational Transformation Organizational Communication Organizational Behaviour in a Global Context Applying Business Intelligence Initiatives in Healthcare and Organizational Settings Current Practices in Workplace and Organizational Learning The Emerald Review of Industrial and Organizational Psychology Organizational Psychology in Cross Cultural Perspective How To Conduct Organizational Surveys Knowledge and Technological Development Effects on Organizational and Social Structures Organizational Communication Organizational Change and Redesign Adopting Information Systems Perspectives from Small Organizations Online Instruments, Data Collection, and Electronic Measurements: Organizational Advancements Sociology of Organizations The Rice-paper Ceiling From Organizational Learning to the Learning Organization Transforming Organizations Organizational Psychology The Impact of Internal Organizational Communication on the Employee Communication System The SAGE Handbook of Organizational Behavior Leadership and Followership in an Organizational Change Context The Oxford Handbook of Organizational Climate and Culture Organizational Behavior and Virtual Work Organizational Learning Sustainable Governance in Hybrid Organizations Knowledge Management in Libraries and Organizations Facing Up to the Constancy of Organizational Change Organizational Learning in the Global Context Self-Reinforcing Processes in and among Organizations

Organization and Management *2003*

barnard was prompted by vilfredo pareto s seminal four volume work mind and society to apply his theories of sociology to management studies barnard s study of interaction between people in economic settings was contentious in that he concluded that human behaviour within these settings is largely non economic and instead approaches ritualistic symbolism

Organizational Culture *2012-02*

seminar paper from the year 2011 in the subject pedagogy job education occupational training further education university of dodoma college of education course organizational behaviour language english abstract introduction this paper provides detailed information about organizational culture specifically in education organizations because it is impossible to separate culture from value therefore in a way the paper does not ignore to give a highlight on organizational value the paper elaborates in deep the meaning characteristics and foundation of organizational culture in the aspect of value the paper provides the meaning types and profile of organizational value however the main focus of the paper is to show how organizational culture impacts organizational performance therefore in order to bring out the impacts of organizational culture in the performance of organization the paper gives the functions of organizational culture the paper comes to an end by showing the strategies to build high performance culture in schools

Organization, Culture and Quality of Service 1987

organizing relationships makes a contribution to the discipline in its treatment of this area from multiple perspectives in its deliberate engagement suggestions of future research

directions and its functional purpose of bringing together extant research on this important topic in a coherent and organized way it adds cumulatively to our knowledge of organizational communication and relationships it fits within the horizon of the established parameters of our field while opening new areas for engagement and moreover it is a very interesting read it will no doubt become a touchstone for the field of organizational communication janie hardin fritz duquesne university this book represents an important step to a relational approach to organizational behavior communication by pulling together many different areas types of relationships it will be a must book to anyone who teaches relationships in organization or broadly relational applied organizational communication jaesub lee university of houston the first book in the field to provide a comprehensive interdisciplinary treatment of workplace relationships organizing relationships traditional and emerging perspectives on workplace relationships explores both negative and positive workplace relationships including supervisor subordinate relationships peer relationships workplace friendships romantic workplace relationships and customer client relationships author patricia m silas a recognized scholar in the field examines workplace relationships from multiple theoretical perspectives including postpositivism social construction theory critical theory and structuration theory she helps readers understand the unique influences of the workplace on relationship processes and dynamics key features examines the role of workplace relationships as information sharing resource distributing decision making and support systems and highlights their importance to both organizational and individual well being includes cases in each chapter that demonstrate the usefulness of approaching real world workplace problems and issues from multiple perspectives helps readers broaden and enrich the ways they think about workplace relationships and their roles in organizational processes provides an innovative agenda for future research organizing relationships is appropriate for upper level undergraduate and graduate courses in workplace relationships relational communication applied interpersonal communication organizational communication communication management operations human resource management organizational psychology and organizational sociology

Organizing Relationships *2008-10-15*

overview of behavioural sciences social theories concerning organization behaviour reviews and compares three major theoretical perspectives purposive or goal directed externally constrained and social constructionist at the level of individual group and organization behaviour with reference to relevant social research considers the practical application of these theories in office job design and personnel management bibliography

Organizations and Organization Theory *1982*

seminar paper from the year 2007 in the subject business economics business management corporate governance grade 1 3 the university of sydney 42 entries in the bibliography language english abstract the culture concept evolved to conceptualize humankind s diversity it asserts that we socially construct different understandings of nature and hence of the reality that surrounds us buchanan huczynski 2004 culture is ubiquitous exists everywhere and has a significant influence it affects not only the visible parts of individuals behaviour and action but also the invisible ones beliefs and values this complex interaction which takes place on different levels between individuals and groups within and with other organisations can be seen as the primary determinant of behaviour in the workplace the patterns of interaction between people and the external surroundings represent a complex environment which influences behaviour in organisations therefore more and more managers are talking about changing their culture creating a new culture figuring out the impact of their culture or preserving their culture in this paper the main focus is to define organizational culture and determine its influences on companies performance firstly there are several related questions that will be discussed what is organizational culture what are the key elements of it how is it formed and can it be managed to contribute to a firm s performance secondly we take a

closer look at google s organizational culture and research to discover whether there is a link between its culture and its performance finally a conclusion is drawn about the culture performance link and the difficulties associated with this topic

Organization and Management *1954*

seminar paper from the year 2006 in the subject business economics business management corporate governance grade 1 0 the george washington university dept of organizational sciences course organizational management language english abstract transforming a caterpillar into a butterfly ghoshal and bartlett 1997 270 this is the process many organizations have to and are undergoing these days organizations are converting themselves from the traditional hierarchical organization into the contemporary organic learning and individualized corporation kimberly and bouchikhi 1995 9 but 1 what are the attributes of these modern organizations 2 what makes them so different from traditional organizations 3 and how are they managed moreover it comes with a painful impression to realize that the transformation from a caterpillar into butterfly is a struggling process therefore 4 what are the underlying pressures and forces which simultaneously drive but also restrain the transformation into the modern organization ghoshal and bartlett 1997 270 in this matter jack welch is the best example by turning general electric ge into the modern organization par excellence resulting in ge s extraordinary performance and an average annual growth of the stock rate of 18 1 since 1981 industry average 12 2 lakshman 2005 435 kimberly and bouchikhi 1995 9 16 17 there is no unique recipe to successfully guide this process simply reading and trying to copy 1 1 what jack welch did at ge will not function in any other organization each organization is as unique as its people for these reasons it is important to understand the underlying principles of the modern organization in order to identify the answers to the questions stated above in order to determine organizational effectiveness besanko et al 2004 3 moreover this knowledge offers a powerful source in appropriately leading one s organization to become and to be as

agile as a start up while still being able to rely on the potential resources of a large scale caterpillar organization ghoshal and bartlett 1997 264 268 thus the goal of this paper is to create an in depth understanding of the contemporary the modern organization

<u>Organizational Culture and the Case of Google</u> *2008-08*

this book constitutes the thoroughly refereed post proceedings of the international workshop on coordination organization institutions and norms in agent systems coin 2006 held as two events at aamas 2006 the 5th international joint conference on autonomous agents and multiagent systems in hakodate japan and ecai 2006 the 17th european conference on artificial intelligence in riva del garda italy

The Modern Organization - Their differences, their development and their management *2006-10-14*

essay from the year 2010 in the subject business economics business management corporate governance grade a prifysgol cymru university of wales course organisational learning and development language english abstract this paper deals with organizational learning in the digital business world where rapid changes are having a serious effect on organizations and where success primarily depends upon the people involved the first part of the paper gives a brief overview of the prevailing management principles which were advocated by well known theorists and have been adopted by many organizations to date as the paper progresses it broadly deals with the purpose of organizational learning and its principles to provide an example of how a learning organization operates in practice the approach of the e commerce company ebay will be analysed in order to draw attention to the contribution of learning principles to organizational success finally contemporary issues which seem to negatively

affect ebay and its corporate culture will be discussed

Coordination, Organizations, Institutions, and Norms in Agent Systems II *2007-08-17*

structural research in many ways is the most narrowly based of all the approaches to organizational communication this book seeks to broaden the perspective by discussing the heuristic value of each of the four major approaches for examining the larger concept of structure

Ebay's Approach Towards Organisational Learning 2011-02

as organizations continue to develop and adapt in today s modern society various approaches have begun to emerge as managers look for the best techniques to improve company performance appreciative inquiry is the practice of maintaining a positive and optimistic environment within the workplace and it s a concept that has transformed many corporations as it spread across the globe understanding this powerful shift in employee perception requires considerable research on how appreciative inquiry is affecting various companies worldwide appreciative inquiry approaches to organizational transformation provides emerging research that serves to increase the productivity of individuals and organizations exponentially by sharing case studies from organizations where appreciative inquiry has been implemented successfully as well as best practices that can benefit organizations and common pitfalls that can be avoided by becoming more vigilant featuring coverage on a broad range of topics such as individual execution productivity and occupational solutions this book is ideally designed for managers practitioners corporate professionals executives researchers educators and students

Organizational Communication Structure *1993*

organizational communication a critical perspective introduces students to the field of organizational communication historically conceptually and pragmatically from a perspective grounded in critical theory and research author dennis k mumby explores how the history of organizational communication theory and research is one that embodies and attempts to resolve the fundamental tensions and contradictions between the individual and the organization by taking a critical perspective to the history theories and research of organizational communication this text seeks to address the following how do we provide ourselves with the analytic and practical tools that will enable us to be more informed and critical consumers of and participants in organizational processes put more broadly how do we learn to be better informed citizens who can participate effectively in and be advocates of organizational democracy this textbook squarely addresses this problem in keeping with this theme this text goes at great pains to explore the link between theory and practice mumby shows how management theory and research is of vital importance to our understanding of daily struggles for control over work and organizing processes the critical perspective throughout helps students understand how over the course of the last 100 years corporations have sought more and more sophisticated methods of constructing our identities in ways that are commensurate with organizational world views and goals features unique to this text include the combination of the following issues a thematic critical perspective on organizational communication with analysis of traditional and contemporary approaches to organizational communication integrated discussion of ethics and technology a full chapter on gender and organizational communication a full chapter devoted to issues of organizational democracy

Appreciative Inquiry Approaches to Organizational Transformation 2019-12-27

at last there is a lucid well written ob book which covers key issues required in ob teaching but which has a mind of its own students and faculty will recognize this is more than standard fare bill cooke manchester business school

Organizational Communication 2012-08-02

data analysis is an important part of modern business administration as efficient compilation of information allows managers and business leaders to make the best decisions for the financial solvency of their organizations understanding the use of analytics reporting and data mining in everyday business environments is imperative to the success of modern businesses applying business intelligence initiatives in healthcare and organizational settings incorporates emerging concepts methods models and relevant applications of business intelligence systems within problem contexts of healthcare and other organizational boundaries featuring coverage on a broad range of topics such as rise of embedded analytics competitive advantage and strategic capability this book is ideally designed for business analysts investors corporate managers and entrepreneurs seeking to advance their understanding and practice of business intelligence

Organizational Behaviour in a Global Context *2006-01-01*

the central assumption that guides this book is that research and practice about learning at the workplace has recently lost its critical edge this book explores what has happened to workplace learning and organizational learning and studies what has replaced it in addition

the book discusses to what extend there are reasons to revitalize it today themes such as innovation co creation and knowledge sharing seem to have become preferred and referred to as theoretical fields as well as fields of practice in several chapters of this book it is argued that the critical power of learning could be regained by starting a new discussion of how these new fields of practice can be substantiated by topics such as learning arrangements learning mechanisms and learning strategies hence the aim of this book is to both advance and recapture our knowledge of learning in today s increasingly complex world of work and organizing the contributions in this work do so by revisiting classic research on workplace and organizational learning and discussing how insights from this body of literature evokes new meaning it sets the stage for new agendas and rethinks current practices that are entangled in activities such as innovation co creation knowledge sharing or other currently widespread fields of practice

Applying Business Intelligence Initiatives in Healthcare and Organizational Settings *2018-07-13*

this book provides a comprehensive review of the theory research and applications in industrial and organizational i o psychology analyzing three primary objectives of i o psychology improving the effectiveness of employees and organizations enhancing employee well being and gaining an understanding of human behavior in organizations

Current Practices in Workplace and Organizational Learning 2022-01-01

the last two decades have seen an explosive increase in the ethnic diversity of the workforce growth in international business and the emergence of many more multinational companies the

potential for problems as companies operate across borders and managers manage in countries which have different values norms and cultural behaviors is great by looking at organizational psychology in a cross cultural context we can gain an understanding of the challenges facing organizations and business today this text breaks new ground in introducing organizational psychology from a cross cultural perspective it provides a foundational overview of the current major theories in organizational psychology and illuminates the impact of cultural differences on organizational dynamics it also makes available specific research concerning our current understandings of how these dynamics play out in particular regions and countries such as autocratic versus democratic leadership styles in africa and europe or conflict management in asia the volume offers a welcome introduction to the topic to those in industrial organizational psychology international relations and management and international business mba programs focusing on international issues

The Emerald Review of Industrial and Organizational Psychology 2018-09-07

provides practical hints on how to conduct organizational attitude surveys with real life examples

Organizational Psychology in Cross Cultural Perspective *2005-01-01*

as the growing relationship between individuals and technology continue to play a vital role in our society and work place the progress and execution of information technology communication systems is important in maintaining our current way of life knowledge and technological development effects on organizational and social structures provides a wide

ranging discussion on the exchanging of research ideas and practices in an effort to bring together the social and technical aspects within organizations and society this collection focuses on new ideas and studies for research students and practitioners

How To Conduct Organizational Surveys *1997*

this book discusses the semiotic and ethnographic bases for organizational analysis including the related fieldwork issues confronting the investigator it explains the importance of rhetorical dramaturgic and phenomenological strategies for the study of organizations the arbitrary and culturally based connections in which organizations abound require an understanding of the particulars of cultural scenes first observed later conceptualized through semiotic theory organizational communication includes a series of examples from applied semiotics research in nuclear regulatory policy making truth telling regulatory control by among others the police and risk analysis these data provide the basis for a critique of the limits of earlier analyses of organizational change such as those offered by structuralist theories dr manning concludes with an assessment of the postmodernist ethnographic strategies that have evolved as a response to a larger representational crisis and of the implications of these strategies for the study of organizational culture

Knowledge and Technological Development Effects on Organizational and Social Structures *2012-10-31*

this text deals with increasing understanding of the relationships within organizational changes redesigns and performance

Organizational Communication *1992-01-01*

why do organizations adopt information systems is it just because of financial reasons of concerns for efficiency or is it due to external pressures such as competitor pressure that an organization adopts an information system and how does the adoption take place is it a linear process or is the process one of conflicts does a specific person govern this process or do we have multiple parties involved what happens if these conflicts occur among those involved how does the organization move on and achieve a successful information system adoption by investigating two organizations one international academic journal and one south american manufacturing company this thesis aims to investigate the whys and hows of information system adoption and aims to contribute to the discourse on information system adoptions in small organizations an often underrepresented segment in information system adoption literature by adopting different theoretical lenses throughout the five research papers included this body of work suggests that even when seemingly simple information system adoptions can become rather complex the cases reveal that the role of information systems and issues related to information system adoptions are often not well thought out in the early days of the organization the actors understandings of adoption and consequences mature and the information systems become more intertwined common use of stakeholder theory introduces general stakeholders and their interaction with the focal organization the cases reveal that the adoption process involves multiple actors even within what would initially appear as a stakeholder and that those actors can be in conflict with each other these conflicts often lead to negotiations and the cases reveal that these negotiations are opportunities of learning the actors engage with the information system and with each other gaining new knowledge about the issues at hand the dissertation argues that there are various social worlds in information system adoptions and various factors ranging from organizational structure to social norms that often affect why and how the organization undergoes an adoption process the multiple power relations and divergent interests of stakeholders in these adoption

processes and how information systems affect other parts of the organization reinforce the need for a well thought out flexible and reflexive approach to information system adoptions

Organizational Change and Redesign *1993*

this book aims to assist researchers in both understanding and utilizing online data collection by providing methodological knowledge related to online research and by presenting information about the empirical quality the availability and the location of specific online instruments provided by publisher

Adopting Information Systems Perspectives from Small Organizations *2017-12-08*

the sociological study of organizations encompasses both planned and formal organizations as well as spontaneous and informal ones sociologists examine organizations with attention to structure and objectives interactions among members and among organizations the relationship between the organization and its environment and the social significance or social meaning of the organization the ways of defining and examining organizations vary depending on the theoretical emphasis this book focuses on three things providing a wide and historically accurate portrait of the diversity of sociological theories and their application to organizational studies updating selections that reflect a variety of ways that new technology affects methods of organizing and types of organizations including readings that examine a range of both formal and informal structures and both deliberate and impromptu interactions lively and provocative this textbook is theoretically rigorous disciplinarily informed and representative of heterogeneity within organizational studies

Online Instruments, Data Collection, and Electronic Measurements: Organizational Advancements *2012-10-31*

every day 700 000 americans working in japanese companies confront the rice paper ceiling international business consultant rochelle kopp exposes this invisible obstacle to advancement at japanese corporations how it operates and what you can do to break through it to improve your workplace relationships and career prospects along the way she details case studies that reveal the profound differences between japanese and american work styles and cultures if you work for a japanese company or plan to you need this book a revealing readable account of american japanese interactions in the workplace rosabeth moss kanter harvard business school rochelle kopp is a yale graduate with an m b a from the university of chicago she is managing principal of japan intercultural consulting in chicago

Sociology of Organizations *2011-06-28*

this paper reviews theories of organizational learning and presents a framework with which to organize the literature we argue that unit of analysis provides one critical distinction in the organizational learning literature and research objective provides another the resulting two by two matrix contains four categories of research which we have called 1 residues organizations as residues of past learning 2 communities organizations as collections of individuals who can learn and develop 3 participation organizational improvement gained through intelligent activity of individual members and 4 accountability organizational improvement gained through developing individuals mental models we also propose a distinction between the terms organizational learning and the learning organization our subsequent analysis identifies relationships between disparate parts of the literature and shows that these relationships point to individuals tacit cognitions as a critical source of leverage for

creating learning organizations a brief discussion of the work of two of the most visible researchers in this field peter senge and chris argyris provides additional support for this type of change strategy

The Rice-paper Ceiling *1994*

this book examines how organizations can and should transform their practices to compete in a world economy research results from a multi disciplinary team of mit researchers along with the experiences and insights of a select group of industry practitioners are integrated into a model that stresses the need for systemic and transformative rather than piecemeal or incremental changes in organization practices and public policy this integration of research and experience results in an argument for a new organizational learning model one capable of gaining advantage from employee diversity cooperation across organizational boundaries strategic restructuring and advanced technology the book begins with a foreword by lester c thurow

From Organizational Learning to the Learning Organization *1997*

a comprehensive treatment of the science and practice of organizational psychology following a scientist practitioner model organizational psychology explores the practical implications of the current research in the field expertly integrating multicultural and international issues beginning with a foundation of research methodology author steve jex examines the behavior of individuals in organizational settings drawing on his experiences as a consultant and educator he uses actual cases to illustrate workplace issues offering balanced coverage of such key topics as occupational stress motivation and corporate culture also presented is unique information on research methods and the use of statistics in understanding organizations with an emphasis on applying theory and research in practice jex explores the mechanisms that

organizations use to influence employees behavior addressing the major motivation theories in organizational psychology readers will discover how psychological models can be used to improve employee morale productivity and quality of service the focus then shifts from the individual to the group level an important distinction given the increased reliance on teams in many organizations jex identifies the factors that have the greatest impact on group effectiveness and examines the dynamics underlying intergroup behavior finally he moves to the organization macro level revealing a variety of ways in which organizations engage in planned change with the assistance of behavioral science knowledge

Transforming Organizations 1992-02-06

research paper postgraduate from the year 2019 in the subject business economics business management corporate governance language english abstract the hypotheses of this research cover the fields of top to down communication down to top communication horizontal communication and employee communication system this research it is proved through primary data and was conducted with 150 employees of different companies the statistical technique which is use in this paper is multiple linear regressions the hypothesis of top to down communication and horizontal communication are accepted and down to top communication is rejected hence it is proved that employee communication have a positive effect on top to down communication and horizontal communication communication process assumes an imperative part in the advancement of any organization it is most imperative to effectively communicate there are loads of advantages behind successful communication like improving work profitability organizational communication can encourage sharing of information it can likewise support in arranging to keep up order in the organization and to build general productivity of the organization that all advantages would be attractive when employees effectively communicate communication assumes a very critical part in the development of any organization it is most important to effectively communicate linke and zerfass state that communication science offers

broad knowledge into the field of inside communication there are lots of benefits behind effectively communicate like to enhance work productivity organizational communication it can facilitate sharing of information it can also help to support in planning to maintain discipline in the organization and to increase overall efficiency of the organization that all benefits would be accommodating when employee effectively communicate harshman and harshman state that organizational communication is around the

Organizational Psychology *2002-11-08*

this milestone handbook brings together an impressive collection of international contributions on micro research in organizational behavior focusing on core micro organizational behaviour issues chapters cover key themes such as individual and group behaviour the sage handbook of organizational behavior volume one provides students and scholars with an insightful and wide reaching survey of the current state of the field and is an indespensible road map to the subject area the sage handbook of organizational behavior volume two edited by stewart r clegg and cary l cooper draws together contributions from leading macro organizational behaviour scholars

The Impact of Internal Organizational Communication on the Employee Communication System *2019-03-03*

often it seems that people place a spotlight on leaders and disregard the probability that the success of the organization lies somewhere in the followers however literature on followership is often overlooked and research on it ignored as organizations rapidly change it is essential to understand organizational change through simultaneous discussions of both leaders and followers and the roles they play in the ultimate success of the company leadership and

followership in an organizational change context is a pivotal reference source that establishes the concept and definitions of leadership and followership in the context of organizational change and discusses the leadership and followership styles that can contribute to organizational effectiveness while highlighting topics such as leadership style employee engagement and succession planning this book is ideally designed for managers executives directors upper level management business professionals academicians researchers industry professionals and students seeking current research on the types of changes that organizations are facing and how such changes can be managed

The SAGE Handbook of Organizational Behavior 2008-07-24

the oxford handbook of organizational climate and culture presents the breadth of topics from industrial and organizational psychology and organizational behavior through the lenses of organizational climate and culture the handbook reveals in great detail how in both research and practice climate and culture reciprocally influence each other the details reveal the many practices that organizations use to acquire develop manage motivate lead and treat employees both at home and in the multinational settings that characterize contemporary organizations chapter authors are both expert in their fields of research and also represent current climate and culture practice in five national and international companies 3m mcdonald s the mayo clinic pepsico and tata in addition new approaches to the collection and analysis of climate and culture data are presented as well as new thinking about organizational change from an integrated climate and culture paradigm no other compendium integrates climate and culture thinking like this handbook does and no other compendium presents both an up to date review of the theory and research on the many facets of climate and culture as well as contemporary practice the handbook takes a climate and culture vantage point on micro approaches to human issues at work recruitment and hiring training and performance management motivation and fairness as well as organizational processes teams leadership careers communication and it

also explicates the fact that these are lodged within firms that function in larger national and international contexts

Leadership and Followership in an Organizational Change Context 2021-09-24

with the globalization of work and technological advancements in recent years and with emphasis on service quality today organizations have changed virtual work has emerged as the new employment relationship and has been embraced by employees and employers in many industries this book explores the dynamics of changing organization structures theories of leadership and trust and how dimensions of self efficacy works in this new work relationship organizational behavior and virtual work concepts and analytical approaches shows the enormous impact of technology and globalization on employment relationships and also predicts how they will contribute to the changing dimensions of organizations in the future with a unique blend of theory and application in the real world of virtual workers the book presents the most recent research and developments in the relatively new and still emerging area of virtual work it takes an in depth critical look into the key factors affecting the virtual work environment with practical inputs of suggestions and recommendations with the objective of presenting information about this new work scenario this book attempts to unfold important human behavior processes in organizations the volume presents a rare combination of the necessary concepts of human behavior in organizations along with the results of research in the field and also makes practical recommendations on virtual work programs key features include a unique blend of research with organizational behavior concepts and practical recommendations for workers managers and business executives

The Oxford Handbook of Organizational Climate and Culture *2014-05-07*

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 Behavior and Virtual Work *2017-03-03*

in sustainable governance in hybrid organizations linne marie lauesen explores how organizational governance and sustainability are at play within hybrid organizations with a particular focus on water companies water companies are highly regulated whilst working primarily for the betterment of society and on behalf of generations to come lauesen explains

how these organizations manage to balance their triple bottom lines in order to survive financially socially and environmentally the author shows in a clear and accessible way how the model of juxtaposition between non profit and for profit water companies can be transferred to other business spheres

Organizational Learning 1999-01-31

the management of knowledge created in an organization not only enables reuse of knowledge but also adds value to the organization itself preventing duplication of intellectual effort it saves economic and human resources leading to the creation of new information this book gathers the wisdom of knowledge managers and researchers in the context of the library and will be a valuable reference source for all libraries

Sustainable Governance in Hybrid Organizations *2015-07-28*

this special issue provides empirical and theoretical contributions addressing two areas of the multifaceted change arena corporate restructurings such as merger and acquisition and changing the way business is done

Knowledge Management in Libraries and Organizations *2015-12-18*

organizational learning is an area of study that focuses on models and theories about the way an organization learns and adapts this volume investigates how various global and regional intergovernmental organizations states and national bureaucracies as well as nongovernmental organizations exploit experience and knowledge to change their understanding of the world their policies and their behaviours drawing upon and synthesizing organizational social and

individual level learning theories the cases explicate various learning processes learning by illicit actors and deterrents to organizational learning the twelve case studies of this volume consider organizational learning associated with multiple issue areas including the united states embargo against cuba food security in the european union the russian energy sector colombian drug trafficking terrorist groups the catholic church and foreign aid agencies based entirely on original research the volume is relevant to international relations comparative politics organizational sociology and policy studies

Facing Up to the Constancy of Organizational Change *2004*

management and organization research has rediscovered individual agency innovation and entrepreneurship as such there is a risk of overlooking the power of self reinforcing processes in and among organizations this volume redirects attention to these processes including escalating commitment organizational imprinting and path dependence

Organizational Learning in the Global Context *2017-03-02*

Self-Reinforcing Processes in and among Organizations *2013-01-11*

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