Knowledge in Organizations

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.

Access to Knowledge in India

"This book captures an in-depth knowledge base on the most current and useful concepts, applications, and processes relevant to the successful management of knowledge assets"—Provided by publisher.

Encyclopedia of Organizational Knowledge, Administration, and Technology

Offers insights into how companies can harness and cultivate knowledge

Complex Knowledge

Knowledge is increasingly regarded as central, both to the successful functioning of organizations and to their strategic direction. Managing Information and Knowledge in Organizations explores the nature and place of knowledge in contemporary organizations, paying particular attention to the management of information and data and to the crucial enabling role played by information and communication technology. Alistair Mutch draws on a wide range of literature spanning the disciplines of business, management, information management, and information systems. This material is located in a framework based on critical realism but covering the full range of contemporary debates. Managing Information and Knowledge in Organizations distinguishes itself by: taking a process-based approach centered around the notion of information literacy giving more attention to issues of data and information than other texts emphasizing the importance of technology while continuing to stress the centrality of social and organizational factors placing issues of organizational and national culture in a broader politico-economic context. Featuring such useful features as chapter objectives, mini-cases, chapter summaries, and suggestions for further reading, this text is ideal for advanced undergraduate and graduate students in knowledge management, information management, and management of information systems courses and modules.
Knowledge Ecology in Global Business: Managing Intellectual Capital

For knowledge management to be successful, the corporate culture needs to be adapted to encourage the creation, sharing, and distribution of knowledge within the organization. Knowledge Organizations: What Every Manager Should Know provides insight into how organizations can best accomplish this goal. Liebowitz and Beckman provide the information companies need for evaluating and planning the steps and processes that will transform their existing organization infrastructure into a "knowledge-based" organization. This easy-to-read guide includes many vignettes, examples, and short cases of organizations involved in knowledge management.

Knowledge Management, Organizational Memory and Transfer Behavior: Global Approaches and Advancements

Corporate consultants examine the ways in which companies can best assess and utilize the intellectual value of their employees.

Knowledge Organizations

Knowledge Management in Organizations

Provides relevant theoretical frameworks, latest empirical research findings, and practitioners' best practices in the area of organizational memory.

Knowledge Organizations

Understanding the complexity of tacit knowledge has become increasingly important to the enhancement of organizational flow. Tacit Knowledge in Organizational Learning aims to advocate the need for a human factor consideration from a (tacit) knowledge capital point of view. Tacit Knowledge in Organizational Learning offers academians and practitioners an illustration of the importance of tacit knowledge to an organization, presenting a means to measure and track tacit knowledge in individuals and recommendations on firm attributes and their ideal utilization of the tacit knowledge resource.

Knowledge Management and Business Strategies: Theoretical Frameworks and Empirical Research

Although the terms "data mining" and "knowledge discovery and data mining" (KDDM) are sometimes used interchangeably, data mining is actually just one step in the KDDM process. Data mining is the process of extracting useful information from data, while KDDM is the coordinated process of understanding the business and mining the data in order to id

Knowledge in Organisations

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Strategic Knowledge Management in Multinational Organizations

Provides ideas on how intellectual capital through emerging technologies can support business performance. Covers topics such as competitive strategy, human resource management, and organizational learning.

Designing Knowledge Organizations

First Published in 1997. Routledge is an imprint of Taylor & Francis, an informa company.

Tacit Knowledge in Organizational Learning

Knowledge in its pure state is tacit in nature—difficult to formalize and communicate—but can be converted into codified form and shared through both social interactions and the use of IT-based applications and systems. Even though there seems to be considerable synergies between the resulting huge data and the convertible knowledge, there is still a debate on how the increasing amount of data captured by corporations could improve decision making and foster innovation through effective knowledge-sharing practices. Big Data and Knowledge
Sharing in Virtual Organizations provides innovative insights into the influence of big data analytics and artificial intelligence and the tools, methods, and techniques for knowledge-sharing processes in virtual organizations. The content within this publication examines cloud computing, machine learning, and knowledge sharing. It is designed for government officials and organizations, policymakers, academicians, researchers, technology developers, and students.

**Canadian Forest Service Access to Knowledge Policy and Implementation Guidelines**

"This book analyzes different types of virtual communities, proposing Knowledge Management as a solid theoretical ground for approaching their management"--Provided by publisher.

**Tacit Knowledge in Organizations**

"In this book Haridimos Tsoukas examines the nature of knowledge in organizations, and how individuals and scholars approach the concept of knowledge"--Provided by publisher.

**Working Knowledge**

Knowledge has only recently been widely recognized as an organizational asset, the effective management of which can afford a firm competitive advantage. This book takes an interdisciplinary approach to knowledge management relating it to business strategy, dynamic capabilities and firm performance. Some of the most eminent scholars in management have contributed to this timely book, including John Seely Brown, Chris Argyris, Georg von Krogh, Soumitra Dutta, Howard Thomas and John McGee, Arie Lewin and Silvia Massini. The book offers practitioners and students alike state of the art research in the field of organizational knowledge and management.

**Tacit Knowledge in Organizational Learning**

What does it take to transform a learning organization into a knowledge enterprise? How can the process of transformation be designed in order to achieve a creative advantage? This is a breakthrough book that explains how technological and conceptual synergies can be deployed for conversion of knowledge to knowledge management in the organizational context. Written by professionals who have tremendous expertise in consulting and developing KM solutions, it captures the essence of the time that is being referred to as the dawn of the knowledge society.

**Knowledge Management: Enabling Business**

A pedagogical approach to the principles and architecture of knowledge management in organizations This textbook is based on a graduate course taught at Stevens Institute of Technology. It focuses on the design and management of today's complex K organizations. A K organization is any company that generates and applies knowledge. The text takes existing ideas from organizational design and knowledge management to enhance and elevate each through harmonization with concepts from other disciplines. The authors—noted experts in the field—concentrate on both micro- and macro design and their interrelationships at individual, group, work, and organizational levels. A key feature of the textbook is an incisive discussion of the cultural, practice, and social aspects of knowledge management. The text explores the processes, tools, and infrastructures by which an organization can continuously improve, maintain, and exploit all elements of its knowledge base that are most relevant to achieve its strategic goals. The book seamlessly intertwines the disciplines of organizational design and knowledge management and offers extensive discussions, illustrative examples, student exercises, and visualizations. The following major topics are addressed: Knowledge management, intellectual capital, and knowledge systems Organizational design, behavior, and architecture Organizational strategy, change, and development Leadership and innovation Organizational culture and learning Social networking, communications, and collaboration Strategic human resources; e.g., hiring K workers and performance reviews Knowledge science, thinking, and creativity Philosophy of knowledge and information Information, knowledge, social, strategy, and contract continuums Information management and intelligent systems; e.g., business intelligence, big data, and cognitive systems Designing Knowledge Organizations takes an interdisciplinary and original approach to assess and synthesize the disciplines of knowledge management and organizational design, drawing upon conceptual underpinnings and practical experiences in these and related areas.

**Knowledge Solutions**

Provides an international collection of studies on knowledge-intensive organizations with insight into organizational realities as varied as universities, consulting agencies, corporations, and high-tech start-ups.

**A Holistic Approach to Lessons Learned**

"This book presents quality articles focused on key issues concerning technology in business"--Provided by publisher.
Knowledge in Organizations

Promoting organizational knowledge is an important consideration for any business looking toward the future. Understanding the dynamics of knowledge-intensive organizations is a crucial first step in establishing a strong knowledge base for any organization. Organizational Knowledge Dynamics: Managing Knowledge Creation, Acquisition, Sharing, and Transformation introduces the idea that organizational knowledge is composed of three knowledge fields: cognitive knowledge, emotional knowledge, and spiritual knowledge. This book is useful for graduate students, researchers, and practitioners in knowledge management, intellectual capital, human resources management, change management, and strategic management.

Selected Readings on Information Technology and Business Systems Management

Uncovering roadblocks to improvement; Diagnosing and intervening in the organization; Using key learnings to solve problem situations.

Assessment Strategies for Knowledge Organizations

This introductory level textbook critically reviews and analyses the key themes underpinning knowledge management in organisations. It presents the key debates in this area, including coverage of epistemologies of knowledge, managing and sharing knowledge, and learning and innovation.

Big Data and Knowledge Sharing in Virtual Organizations

As organizations transform from an industrial to knowledge-based economy, assessment strategies are rarely adapted to the new environment. Offering an enhanced understanding of how to engage organisations in assessments, this is an unmissable book for knowledge management professionals and researchers.

The Inquiring Organization

Organizations of all sizes and types are facing a duel threat and opportunity. At the very moment when global markets are becoming available, these organizations are losing valuable people resources due to "boomer" retirements and downsizing strategies. As the technologies arrive to facilitate knowledge sharing across organizational and people boun

Building a Knowledge-Driven Organization

This book explores organizational knowledge and how it can be pragmatically exploited within many of today's socio-technical-economic contexts. It provides both conceptual and empirical findings across different organizational contexts, addressing areas which have either been under-developed, such as power in relationship to knowledge, or require further examination, such as the role a more holistic, action-oriented view can contribute towards identifying and retaining expert knowledge within an organization, especially within digital environments. Further, it looks at how different perceptions, mental models, beliefs, and emotions (or lack of), as well as differing actions and behaviors, affect our abilities to detect hidden risks. This book will guide researchers in rendering the relationship between the managing of knowledge and the presence of risk more visible.

Creating Knowledge Based Organizations

This book addresses the increasing need for organizations to make the knowledge and experience of individuals and groups explicit by a providing comprehensive set of methods for capturing that personal and organizational knowledge. Although people in organizations clearly rely on experience and other forms of implicit knowledge for most of their actions, little attention has been given to ways of eliciting and holding on to such knowledge. In a time and environment where business rationale is increasingly based on knowledge rather than tangible assets, this becomes essential. Knowledge in Organizations provides a clear framework derived from cognitive psychology through which knowledge access, transfer and creation i

Handbook of Research on Knowledge-Intensive Organizations

'Philippe Baumard has observed that strategic success seems to lie more in top managers' ability to use tacit knowledge than in their gaining or updating explicit knowledge' - William H Starbuck, New York University 'This important new book effectively illustrates how, in conditions of ambiguity, managers 'over-manage', i.e. rely too much on explicit plans and interpretations. Here, Philippe Baumard develops an alternative analysis and with it a new approach to management' - Frank Blackler, Lancaster University This landmark book delves below the surface of organizations in order to understand the complex processes of top managers' decision making. Philippe
Organizational Knowledge Dynamics: Managing Knowledge Creation, Acquisition, Sharing, and Transformation

Written for those interested in the topic of "shared knowledge" in organizations, this edited volume brings together a variety of themes and perspectives that emerge when multidisciplinary scholars examine this important subject. The papers were presented at a conference designed to bring together behavioral scientists who were interested in the creation, conversation, distribution, and protection of knowledge in organizations. The editors bring together a distinguished group of social psychologists who have made important contributions to social cognition and group processes. They cast a wide net in terms of the topics covered and challenged the authors to think about how their research applies to the management or mismanagement of knowledge in organizations. The volume is divided into three sections: knowledge systems, emotional-motivational systems, and communication and behavioral systems. A final conclusion chapter discusses and integrates the various contributions.

Knowledge Discovery Process and Methods to Enhance Organizational Performance

This is the first book to focus on the people side of knowledge management--what it takes to get employees to contribute to a knowledge system. Robert Buckman explains how to orchestrate this culture change, drawing from the lessons learned by Buckman Laboratories--the leader and pioneer in knowledge management--in implementing award-winning knowledge systems. His book is a practical primer on how organizations can move from "hoarding" knowledge to "sharing" it, building a global strategy that allows them to respond faster than the competition to any customer's need on a global basis. Buckman reveals how to: Combat the biggest problem with implementing knowledge management--creating the culture that supports it Increase the speed of innovation globally across an organization Resolve technical problems quickly Make immediate, informed decisions to help solve customer issues Create new products based on customer input and demand

Organizations as Knowledge Systems

Though organizations store huge volumes of data in their computerized systems and data warehouses, the process of converting this data into organizational knowledge still remains somewhat of a mystery to the broader business community. Creating Knowledge Based Organizations brings together high quality concepts and techniques closely related to organizational learning, knowledge workers, intellectual capital, and knowledge management. It includes the methodologies, systems, and approaches that are needed to create and manage knowledge based organizations.

Shared Cognition in Organizations

This is the third volume in our Access to Knowledge series. India is a $1 trillion economy which nevertheless struggles with a very high poverty rate and very low access to knowledge for almost seventy percent of its population which lives in rural areas. This volume features four parts on current issues facing intellectual property, development policy (especially rural development policy) and associated innovation, from the Indian perspective. Each chapter is authored by scholars taking an interdisciplinary approach and affiliated to Indian or American universities and Indian think-tanks. Each examines a policy area that significantly impacts access to knowledge. These include information and communications technology for development; the Indian digital divide; networking rural areas; copyright and comparative business models in music; free and open source software; patent reform and access to medicines; the role of the Indian government in promoting access to knowledge internationally and domestically.

Knowledge Organizations

The growing awareness of the crucial role that knowledge can play in gaining competitive advantage has lead businesses to confront how to build competitive business strategy around a firm's intellectual resources and capabilities, and how to define and guide the processes and infrastructure for managing organizational knowledge. Knowledge Management and Business Strategies: Theoretical Frameworks and Empirical Research provides researchers and practitioners fundamental business and management knowledge by exploring relevant theoretical frameworks and the latest empirical research findings in the area of knowledge and knowledge management strategies and their formulation and alignment with organizations' competitive business strategies.

Managing Organizational Knowledge

For knowledge management to be successful, the corporate culture needs to be adapted to encourage the creation, sharing, and distribution of knowledge within the organization. Knowledge Organizations: What Every Manager Should Know provides insight into how organizations can best accomplish this goal. Liebowitz and Beckman provide the information companies need for evaluating and planning the steps and processes that will transform their existing organization infrastructure into a "knowledge-based" organization. This easy-to-read guide includes many vignettes, examples, and short cases of organizations involved in knowledge management.
Connectivity and Knowledge Management in Virtual Organizations: Networking and Developing Interactive Communications

This book is open access under a CC BY-NC 3.0 IGO license. This book comprehensively covers topics in knowledge management and competence in strategy development, management techniques, collaboration mechanisms, knowledge sharing and learning, as well as knowledge capture and storage. Presented in accessible “chunks,” it includes more than 120 topics that are essential to high-performance organizations. The extensive use of quotes by respected experts juxtaposed with relevant research to counterpoint or lend weight to key concepts; “cheat sheets” that simplify access and reference to individual articles; as well as the grouping of many of these topics under recurrent themes make this book unique. In addition, it provides scalable tried-and-tested tools, method and approaches for improved organizational effectiveness. The research included is particularly useful to knowledge workers engaged in executive leadership; research, analysis and advice; and corporate management and administration. It is a valuable resource for those working in the public, private and third sectors, both in industrialized and developing countries.

Organizational Learning

For any organization to be successful, it must operate in such a manner that knowledge and information, human resources, and technology are continually taken into consideration and managed effectively. Business concepts are always present regardless of the field or industry – in education, government, healthcare, not-for-profit, engineering, hospitality/tourism, among others. Maintaining organizational awareness and a strategic frame of mind is critical to meeting goals, gaining competitive advantage, and ultimately ensuring sustainability. The Encyclopedia of Organizational Knowledge, Administration, and Technology is an inaugural five-volume publication that offers 193 completely new and previously unpublished articles authored by leading experts on the latest concepts, issues, challenges, innovations, and opportunities covering all aspects of modern organizations. Moreover, it is comprised of content that highlights major breakthroughs, discoveries, and authoritative research results as they pertain to all aspects of organizational growth and development including methodologies that can help companies thrive and analytical tools that assess an organization’s internal health and performance. Insights are offered in key topics such as organizational structure, strategic leadership, information technology management, and business analytics, among others. The knowledge compiled in this publication is designed for entrepreneurs, managers, executives, investors, economic analysts, computer engineers, software programmers, human resource departments, and other industry professionals seeking to understand the latest tools to emerge from this field and who are looking to incorporate them in their practice. Additionally, academicians, researchers, and students in fields that include but are not limited to business, management science, organizational development, entrepreneurship, sociology, corporate psychology, computer science, and information technology will benefit from the research compiled within this publication.

Knowledge for Action

The book presents a holistic approach to organization performance improvements by lessons learned management. Such an approach is required because specific methods, such as debriefing, task management or procedures updates, do not achieve actual improvements. The presented model spans the entire life cycle of lessons learned: Starting from creating new lessons, moving on to knowledge refining and ending with smart integration into the organizational environment so future re-use of knowledge is enabled. The model also addresses other sources of organizational learning including quality processes and employee experience utilization.

Building Organizational Memories: Will You Know What You Knew?

Organizations behave as knowledge-seeking communities when their members share beliefs about cause-and-effect relationships, norms for evaluating information, and values that guide the translation of knowledge to practice. What are the practices, arrangements, and mechanisms that make up how an organization knows what it knows? What are the underlying values and norms that shape the character and orientation of these methods? What can we learn from failures and disasters in organizational learning -- and how do organizations become susceptible to common learning traps such as the self-fulfilling prophecy, groupthink, group polarization, learning myopia, and selective information processing? In The Inquiring Organization, Chun Wei Choo examines how an organization's knowledge-acquisition and information-seeking leads to the construction of beliefs and the formation of epistemic practices that can affect its capacity to learn and grow. The book explores the epistemology of organizational learning and information seeking: how organizations acquire and justify knowledge; and how information is sought and shaped to warrant as well as to question beliefs. It starts from the premise that organizations are truth-seeking -- they seek beliefs which are well supported by reasoning, evidence, and experience in order to act more effectively. It then makes the case for a normative view of organizational knowledge which identifies the epistemic norms that an organization needs to pursue in order to acquire valid knowledge and true belief. The book progressively develops a set of information and epistemic features that are used to describe an inquiring organization. An inquiring organization is one that is motivated to acquire knowledge, where this motivation for knowledge includes not only the pursuit of truth, but also understanding, creativity, and curiosity. It has developed norms and practices of information seeking and knowledge acquisition that are truth-conducive, granting it reliable success in acquiring knowledge that is advantageous to the organization. It sees knowledge as the result of an ongoing process of inquiry in which knowledge is always provisional and always being improved upon, where beliefs are linked to experience, and the seeking of knowledge is an inclusive, collective enterprise.

Managing Knowledge in Organizations
"This book presents a comprehensive set of investigations of a wide range of environmental factors, both internal and external, that contribute to the key challenge of complexity in KM. These factors include culture, technology, communications, infrastructure, and learning and leadership structures"--Provided by publisher.

Managing Information and Knowledge in Organizations

The Access to Knowledge Policy (A2K Policy) establishes a common set of criteria and guidelines governing privileges extended to Canadian Forest Service employees regarding their use of scientific data. This document presents the A2K Policy and describes each policy directive, identifies the legislation and policies on which the directive is established, and provides guidelines for its implementation. The policy directives are grouped under the following headings: ownership and use of knowledge assets; roles, rights, responsibilities; levels of access; accessibility; service to clients; cost.

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