

CONTINUOUS LEARNING IN ORGANIZATIONS



INDIVIDUAL, GROUP, AND
ORGANIZATIONAL PERSPECTIVES

Valerie I. Sessa • Manuel London

Continuous Learning In Organizations Individual Group And Organizational Perspectives

Amanda Jefferies and Marija Cubric



Continuous Learning In Organizations Individual Group And Organizational Perspectives:

Continuous Learning in Organizations Valerie I. Sessa, Manuel London, 2015-06-03 There is already considerable literature on learning at the individual level and a growing body of literature on group and organizational learning But to date there has been little attempt to bring these literatures together and link learning at all three levels Continuous Learning in Organizations targets learning at each of the three levels and demonstrates how processes at one level impacts learning at other levels At the heart of the work is the idea that individuals groups and organizations are living systems with internal learning mechanisms that can be activated and supported or stymied and thwarted Once activated systems can learn adaptively by reacting to a change in the environment they can learn by generating new knowledge and conditions and or they can transform by creating and applying frame breaking ideas and bringing about radically new conditions Individuals groups and organizations are nested within each other forming an increasingly complex hierarchy of intertwined systems From this point of view the book describes the interactions between the levels and how developmental processes at one level affect learning at other levels The text appeals to both the scientist and professionals alike in the fields of human resource development training management and executive education coaching and organization change and development It is also for executives who establish directions for learning and need to convince others that continuous learning is the key to on going success of their enterprise *Handbook of Principles of Organizational Behavior* Edwin Locke, 2011-07-15 There is a strong movement today in management to encourage management practices based on research evidence In the first volume of this handbook I asked experts in 39 areas of management to identify a central principle that summarized and integrated the core findings from their specialty area and then to explain this principle and give real business examples of the principle in action I asked them to write in non technical terms e g without a lot of statistics and almost all did so The previous handbook proved to be quite popular so I was asked to edit a second edition This new edition has been expanded to 33 topics and there are some new authors for the previously included topics The new edition also includes updated case examples updated references and practical exercises at the end of each chapter It also includes a preface on evidence based management The principles for the first edition were intended to be relatively timeless so it is no surprise that most of the principles are the same though some chapter titles include more than one principle This book could serve as a textbook in advanced undergraduate and in MBA courses It could also be of use to practicing managers and not just those in Human Resource departments Every practicing manager may not want to read the whole book but I am willing to guarantee that every one will find at least one or more chapters that will be practically useful In this time of economic crisis the need for effective management practices is more acute than ever **The Oxford Handbook of Lifelong Learning** , 2021-06-01 This Handbook provides a comprehensive and up to date examination of lifelong learning Across 38 chapters including twelve that are brand new to this edition the approach is interdisciplinary spanning human resources development adult learning

educational perspective psychology career and vocational learning management and executive development cultural anthropology the humanities and gerontology This volume covers trends that contribute to the need for continuous learning considers psychological characteristics that relate to the drive to learn reviews existing theory and research on adult learning describes training methods and learning technologies for instructional design and explores current and future challenges to support continuous learning

Introduction to Industrial and Organizational Psychology Ronald E. Riggio, 2015-07-17 Demonstrates the connection between psychological theory and application in the field of Industrial Organizational Psychology Introduction to Industrial Organizational Psychology is a student centered real world driven program designed and written with the student in mind giving examples and illustrations relevant to their world of work The sixth edition continues to be accessible to students while maintaining a comprehensive coverage of the classical and new topics With more student oriented features instructors will find this the most thoroughly referenced I O psychology and student accessible text on the market Learning Goals Upon completing this book readers will be able to Connect psychological theory in the field of industrial organizational psychology and apply the concepts to their everyday world of work Be familiar with classic theories and research along with the latest developments and innovations in the field Understand the overview of the world of work

ECEL2015-14th European Conference on e-Learning, Amanda Jefferies and Marija Cubric , 2015-10-13 These Proceedings represent the work of contributors to the 14th European Conference on e Learning ECEL 2015 hosted this year by the University of Hertfordshire Hatfield UK on 29 30 October 2015 The Conference and Programme Co Chairs are Professor Amanda Jefferies and Dr Marija Cubric both from the University of Hertfordshire The conference will be opened with a keynote address by Professor Patrick McAndrew Director Institute of Educational Technology Open University UK with a talk on Innovating for learning designing for the future of education On the second day the keynote will be delivered by Professor John Traxler University of Wolverhampton UK on the subject of Mobile Learning No Longer Just e Learning with Mobiles ECEL provides a valuable platform for individuals to present their research findings display their work in progress and discuss conceptual advances in many different branches of e Learning At the same time it provides an important opportunity for members of the EL community to come together with peers share knowledge and exchange ideas With an initial submission of 169 abstracts after the double blind peer review process there are 86 academic papers 16 Phd Papers 5 Work in Progress papers and 1 non academic papers in these Conference Proceedings These papers reflect the truly global nature of research in the area with contributions from Algeria Australia Austria Belgium Botswana Canada Chile Cov entry Czech Republic Denmark Egypt England Estonia France Germany Ireland Japan Kazakhstan New Zealand Nigeria Norway Oman Portugal Republic of Kazakhstan Romania Saudi Arabia Scotland Singapore South Africa Sweden the Czech Republic Turkey Uganda UK United Arab Emirates UK and USA Zimbabwe A selection of papers those agreed by a panel of reviewers and the editor will be published in a special conference edition of the EJEL Electronic Journal

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Using Organizational Theory to Study, Explain, and Understand Criminal Legal

Organizations Danielle S. Rudes, Jason R. Ingram, 2024-09-20 This book explicitly and intentionally uses organizational theory concepts and ideas to examine key issues in the criminal legal realm Addressing some of the many organizational theories this volume examines a variety of approaches and theoretical frameworks to explore and explain challenges that are both presented to and faced by the criminal legal system and the individuals served by or working within it This volume is divided into two parts organizational theories and organizational concepts and ideas Within these parts individual chapters provide readers with new lenses or frameworks for considering criminal legal organization including one that involves organizational theoretical explanations for how and why criminal legal organizations and their staff and workers operate in these critically salient spaces The book concludes with a chapter that outlines important considerations for anyone seeking to learn or teach organizational theory as a way of explaining or understanding criminal legal organizations Additional reading suggestions and two sample syllabi are provided The book is ideal for criminal justice and criminology undergraduate and graduate students but is also relevant to individuals considering criminal legal organizations in courses in sociology law and society and organizational behavior

Change Management and Organizational Learning in a New Working Environment

Melissa Promes, 2016-06-06 The research in this dissertation focuses on identifying variables that influence employee satisfaction with the BMW Group's new working environment in Munich Germany In order to determine how physical elements in the working environment and new workplace practice affect employee satisfaction change monitoring techniques are applied throughout a two year longitudinal study Additionally the learning culture is analyzed in response to the new working environment specifically regarding how workplace changes influence the perceived effect of the working environment on the learning culture

Knowledge Management, Organisational Learning and Sustainability in

Tourism Aurora Martínez-Martínez, Juan-Gabriel Cegarra-Navarro, Alexeis Garcia-Perez, 2023-12-05 This book explores the link between environmental knowledge management and the sustainability challenges being faced by organisations individuals and society Comprising both theoretical and empirical chapters the volume describes how knowledge management and organisational learning can help achieve a sustainable tourism sector Environmental knowledge has become one of the most important resources for organisations in the current competitive environment Organisations need to turn their knowledge into agile structures to respond to the challenges resulting from current and future environmental challenges and from increased competitiveness and social changes It is therefore important for business decision making processes to be based on environmental knowledge instead of relying on unconfirmed often biased information In this vein reliable knowledge structures and a framework become an imperative for sustainable development Development of these innovations shall be addressed through systematic mechanisms such as integration of sustainability and environmental issues attention to technological innovation improved absorptive capacity targeting social challenges as well as investment in

human resource development The book will be of great value to students and researchers of social sciences with a focus on tourism human geography marketing knowledge management and environmental studies The chapters in this book were originally published as a special issue of Journal of Sustainable Tourism **Performance Management** James W. Smither,Manuel London,2009-08-31 There has been a shift in HR from performance appraisal to performance management A new volume in the SIOP Professional Practice Series this book contains a broad range of performance management topics offers recommendations grounded in research and many examples from a variety of organizations In addition to offering state of the art descriptions of performance management needs and solutions this book provides empirical bases for recommendations demonstrates how performance management tracks and helps promote organizational change and exams critical issues This book makes an ideal resource for I O psychologists HR professionals and consultants In this comprehensive and timely volume Smither and London assemble an exceptional collection of chapters on topics spanning the entire performance management process Written by leading researchers and practitioners in the field these chapters draw on years of research and offer a blueprint for implementing effective performance management systems in organizations This volume is a must read for all those interested in performance management John W Fleenor Ph D research director Center for Creative Leadership *Self-management and Leadership Development* Mitchell Grant Rothstein,Ronald J. Burke,2010-01-01 This book is based on a really important timely and relevant idea to bring together sources on the self management of leadership development The book is important because almost all leadership development relies to a great degree on the leader s capability to manage his or her personal development It is timely because there is currently no single volume that covers the topic and it is relevant because leadership is such an extremely important issue for the success of our organizations countries and society in general The editors have done a thoroughly professional job in identifying top quality authors and combining their contributions into a very worthwhile volume Ivan Robertson University of Leeds UK *Self Management and Leadership Development* offers a unique perspective on how leaders and aspiring leaders can and should take personal responsibility for their own development This distinguished book is differentiated from other books on this topic with its view on the instrumental role played by individuals in managing their own development rather than depending on others such as their organization to guide them Expert scholars in the area of leadership emphasize the importance of self awareness as the critical starting point in the process Explicit recommendations are provided on how individuals can manage their own self assessment as a starting point to their development The contributors present insights and practical recommendations on how individuals can actively self manage through a number of typical leadership challenges Business school faculty teaching electives in leadership and managers who engage in leadership development for themselves or others should not be without this important resource Consulting firms and training institutions offering leadership development programs and participants in MBA and executive development programs will also find it invaluable **Customer**

Knowledge Management Silvio Wilde, 2011-01-04 Managing and transferring knowledge at the right time in the right place and with the right quality for customers enables companies to survive in times of fierce competition. The focus of this work is therefore on Knowledge Management and Customer Relationship Management. The theoretical part comprises several approaches to knowledge its transfer and the barriers to be overcome when sharing knowledge. This is followed by a description of CRM and CKM Customer Knowledge Management outlining how crucial their successful use is. The practical part explores on the one hand the dependence on knowledge and on the other hand its availability for a good customer relationship. It includes a case study that investigates both the administrative and the operational area of a concrete company. The survey results are then discussed in detail key success factors identified and mistakes pointed out. After this critical analysis final recommendations are given that every company can benefit from.

Essentials of Job Attitudes and Other Workplace Psychological Constructs Valerie I. Sessa, Nathan A. Bowling, 2020-12-21 Although the topic of job attitudes and other workplace psychological constructs such as perceptions identity bonds and motivational states is important there are no books addressing the topic as a whole. Essentials of Job Attitudes and Other Workplace Psychological Constructs seeks to fill that void in a comprehensive edited volume that compiles chapters by experts on each construct. Essentials of Job Attitudes and Other Workplace Psychological Constructs begins with a review of the concept of job attitudes and other workplace psychological constructs then devotes a single chapter to each construct. These chapters focus on organizational justice perceived organizational support organizational identification job involvement workplace commitments job embeddedness job satisfaction employee engagement and team related work attitudes. Each of these chapters addresses parallel content including definitions history theory a critique of the field to date with future research recommendations and how the given construct can be used in practice. There are two additional features that make this book unique first each chapter provides a nomological network figure of the workplace psychological construct addressed and second each chapter provides one or more of the current measures used to assess the construct of interest. Essentials of Job Attitudes and Other Workplace Psychological Constructs is an ideal text for students and professionals in industrial organizational psychology organizational behavior and human resource management.

Success in Evaluation Steffen Bohni Nielsen, Rudi Turksema, Peter van der Knapp, 2017-09-08 Success in Evaluation takes a fundamentally different approach to the mainstream supply side discussion of evaluation quality utilization and learning. The contributors believe that a systematic focus on success will lead to increased awareness of evaluation and its findings a more positive attitude and a greater chance of actual evaluation use. This book offers many different lessons on how to improve evaluation design research processes and reporting. It is a realistic look at performance management the evidence movement and the demand barriers that so often block the role evaluators can play in organizational learning and decision making. International case studies and lessons are included that both explain success oriented methods and share insightful lessons from the real world. Together they present a

convincing case that evaluation for success allows for increased constructive interaction amongst both stakeholders and evaluators and as a result learning processes and outcomes will improve

Handbook of Organizational Learning and Knowledge Management Mark Easterby-Smith, Marjorie A. Lyles, 2011-08-17 The fully revised and updated version of this successful Handbook is welcomed by management scholars world wide By bringing together the latest approaches from the leading experts in organizational learning knowledge management the volume provides a unique and valuable overview of current thinking about how organizations accumulate knowledge and learn from experience Key areas of update in the new edition are Resource based view of the firm Capability management Global management Organizational culture Mergers acquisitions Strategic management Leadership

Models and Applications in the Decision Sciences Decision Sciences Institute, Merrill Warkentin, 2015-12-17 NEW ADVANCES IN THE SCIENCE OF DECISION MAKING Practical and relevant research from DSI the field s leading organization 14 OUTSTANDING PAPERS APPLYING RIGOROUS RESEARCH METHODS TO IMPORTANT SOCIETAL AND BUSINESS DECISION ENVIRONMENTS NEW OPPORTUNITIES TO IMPROVE PERFORMANCE IN STRATEGY TACTICS AND OPERATIONS FOR ALL DECISION MAKERS AND ALL DECISION SCIENCE RESEARCHERS AND STUDENTS More than 1 000 papers were submitted to the Decision Science Institute s 2015 annual conference This book presents the 14 papers chosen as most insightful and useful This peer reviewed research addresses a richly diverse set of business topics illuminating opportunities to improve decision making at strategic tactical and operational levels Spanning analytics information systems and technology supply chain operations management and other disciplines these papers identify multiple opportunities for immediate and long term performance improvement The authors address challenges ranging from talent management to lean transformation mobile app marketing to corporate ethics driving change to predicting stock prices Their work reflects both the intellectual vibrancy of the discipline of decision science and its immense practical value Decision sciences research leads to improved decision outcomes This volume brings together peer reviewed papers chosen as best of the best by the field s leading organization the Decision Sciences Institute Authored by respected researchers worldwide these papers were presented at DSI s 46th Annual Meeting in Seattle They describe new methods and approaches in the decision sciences with a special focus on translating theoretical impact into practical relevance to improve decision making within business public policy non profit organizations and beyond Assess willingness to learn ERP systems based on knowledge update and other factors Exploit application integration to improve ERP s value after implementation Discover how mobile users decide whether to search for and adopt a new app Quantify links between absenteeism and hostile environment sexual harassment Assess correlations between employee development and worker outcomes Explore perceptions of change intentions to leave and the role of cynicism Promote lean transformation by evolving HR performance management systems Understand how links between corporate ethical values and firm performance are mediated Bring a global sourcing perspective to issues of ethical consumption Improve quality by choosing practices with the

best cultural fit Use Multilayer Perceptron MLP and Bayesian Networks BN to predict diabetes Apply a comprehensive empirical framework for assessing patient care quality Promote sharing of clinical knowledge among a practice group s physicians Forecast variable impacts in S P 500 equity prices **Technical Report** ,1979 *Proceedings of the 19th International Symposium on Management (INSYMA 2022)* Werner Ria Murhadi,Dudi Anandya,Noviaty Kresna Darmasetiawan,Juliani Dyah Trisnawati,Putu Anom Mahadwartha,Elsye Tandelilin,2023-02-11 This is an open access book The INSYMA 19 will be the first INSYMA to be held in a hybrid format the offline event will be held in Bali Indonesia Bali is chosen as the location of the INSYMA because it is known as Indonesia s most famous tourist destination not only for domestic but also for foreign tourists Both offline and online presenters are welcome to contribute to this year s conference This is an open access book *Ecic 2017 - 9th European Conference on Intellectual Capital* Ilídio Tomás Lopes,Rogério Serrasqueiro,2017-03-20 These proceedings represent the work of researchers participating in the 9th European Conference on Intellectual Capital ECIC 2017 which is being hosted this year by the Instituto Universit rio de Lisboa ISCTE IUL on 6 7 April 2017 ECIC is a recognised event on the international research conferences calendar and provides a valuable platform for individuals to present their research findings display their work in progress and discuss conceptual and empirical advances in the area of Intellectual Capital It provides an important opportunity for researchers and practitioners to come together to share their experiences of researching in this varied and expanding field The conference this year will be opened with a keynote presentation by Dr Jos Maria Viedma Mart from U P C Polytechnic University of Catalonia in Barcelona Spain and Prof Maria Do Rosario Cabrita from Universidade Nova de Lisboa Portugal who will together be talking about The Practice of Intellectual Capital in the Fourth Industrial Revolution The second day of the conference will be opened by Dr Gregorio Mart n de Castro from Complutense University of Madrid Spain who will address the topic Intellectual Capital Linking Theory and Practice With an initial submission of 98 abstracts after the double blind peer review process there are 42 academic Research papers 2 PhD Research 1 Masters Research and 1 Work in Progress papers published in these Conference Proceedings These papers represent truly global research in the field with contributions from Australia Colombia Croatia Egypt Finland France Greece Iran Italy Kazakhstan Latvia Lithuania Poland Portugal Romania Russia South Africa Spain The Netherlands Turkey United Arab Emirates UK and USA Developing Effective and High-Performing Teams in Higher Education Burris-Melville, Tashieka Simone,Burris, Shalieka Tiffia,2024-10-17 Within the context of higher education teamwork and collaboration have become integral to organizational success While there remains inherent complexity to developing high performing teams in higher education many institutions have prioritized the integration of collaboration efforts goal attainment and student support Academic excellence achieved through teamwork prioritizes improved student engagement innovative teaching methods and collaborative research environments Developing Effective and High Performing Teams in Higher Education explores the strategies best practices and case studies for developing effective higher

education teams It brings together diverse insights on effective academic collaboration to achieve a myriad of higher education goals This book covers topics such as student culture education psychology and information sharing and is a valuable resource for educators administrators policymakers academicians and researchers **The Routledge Handbook of Coach Development in Sport** Steven B. Rynne, Clifford J. Mallett, 2024-05-24 The Routledge Handbook of Coach Development in Sport is a comprehensive text that underscores the importance of learning and context for those who sculpt the environment in which people of all ages develop in and through sport Coaches and those responsible for the development of coaches are best positioned as both learners and facilitators of learning As sport becomes more globalised the concomitant professionalisation of coaches necessitates ongoing learning and development to embrace new knowledge and understanding Moreover contemporary coach development presents as a wicked problem in that it continues to evolve it is contextually bound and there is no single or obvious way to approach it Problematically there is often limited assistance available to support coaches and coach developers in their ongoing development As such this book provides a truly international reference point that brings together leading scholars and practitioners from across the globe to provide an overview of the theories and practices of coaches and coach developers that are impacting the quality of sporting environments Therefore this book is an important reference for researchers scholars and practitioners alike in the fields of Sport Coaching Coach Development Sport Development Sport for Development Physical Education and related disciplines

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