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ORGANIZATIONAL KNOWLEDGE IN THE MAKING

HOW FIRMS CREATE, USE, AND
INSTITUTIONALIZE KNOWLEDGE

GERARDO PATRIOTTA

Organizational Knowledge In The Making How Firms Create Use And Institutionalize Knowledge

Kurt A. Richardson, Andrew Tait



Organizational Knowledge In The Making How Firms Create Use And Institutionalize Knowledge:

Organizational Knowledge in the Making Gerardo Patriotta, 2007

Organizational Knowledge in the Making

Gerardo Patriotta, 2003 Taking evidence from Fiat Patriotta argues that organizational knowledge must be re thought from an action based perspective a new vocabulary is needed for understanding knowledge orientated phenomena in organizations

Global Knowledge Work Katerina Nicolopoulou, Mine Karata--Ozkan, Ahu Tatli, 2011 *Global Knowledge Work* is an up to date account of theoretical approaches and empirical research in the multi disciplinary topic of global knowledge workers from a relational and diversity perspective This informative volume includes contributions from international scholars and practitioners who have been working with the concept of global knowledge workers from a number of different perspectives including personal and academic life trajectories They reveal that the relational framework of the three dimensions of analysis macro meso micro is relevant for analyzing the phenomenon of global knowledge workers as expertise and specialised knowledge and its innovative application together with the attraction and retention of talent remain key topics in the current socioeconomic conditions With a wealth of original research this book will strongly appeal to researchers practitioners academics and managers in the fields of diversity organizational studies knowledge management and human resources

Managing Information and Knowledge in Organizations Alistair Mutch, 2008-01-15 *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

Complexity and Knowledge Management Kurt A. Richardson, Andrew Tait, 2010-02-01 It seems as if attempts to use knowledge to understand and manage social networks are everywhere Millions if not billions of dollars are being spent in an attempt to derail terrorist networks with much of it being invested in making sense of massive data streams There is growing concern that much of this money is being squandered on approaches that will never deliver on their promises Our armed forces are being prepared to combat terrorist threats by the introduction of network centric approaches and digital battlefields basically attempts to provide warfighters with a complete picture of the battlespace However the experience of practitioners suggests that the data smog this creates is actually counterproductive From the arena of politics the recent invigorating battle between senators Clinton and Obama has thrown the spotlight on the deficiencies in political polling Economist 2008b Changes in the structure of the situation e g high turnouts have thrown the whole industry into chaos Complexity is being discounted and the results are stark The conclusion formed in the media was that the situation was wildly unpredictable so anyone s to win and ended up having real consequences for the Democratic challenger in November 2008 Baldwin 2008 Turning to business we find that Soci t G n rale recently lost 7 2bn as the result of a single rogue trader making a series of bogus transactions amid turbulent markets in 2007 and 2008 There has been much speculation on what was known when it was known and who knew it In other words we have speculation that this is an

example of the role of knowledge in the mismanagement of social networks with spectacular effect At a glance the problems highlighted above seem positively overwhelming Where do you start But start we must Simple cause and effect thinking doesn't seem to be able to cut the mustard There is broad agreement that even if the Kyoto targets were fully met on schedule by 2100 it would only delay the warming of the planet by six years Parry et al 1998 We need to utilize knowledge in new ways or maybe uncover insights from old ways It is hard to think of something more worthy of attention than the role of knowledge in the management of complex systems In Volume 4 of the Managing the Complex Series we have brought together seventeen essays from authors around the globe to explore the complex systems view of knowledge and its role in social networks Contributors explore such topics as the limitations to our knowledge of complex systems the transfer of knowledge from local to global levels collaborative knowledge generation decision making in complex multi stakeholder situations organizational learning and innovation all through the lens of the emerging field of complexity science The editors hope that this volume will give theorists further avenues to explore in their attempts to understand knowledge creation maintenance and distribution and also provide practitioners with new tools to apply in the complex and messy real world

Knowledge Management and Narratives Georg Schreyögg, 2005 For many organizations knowledge is one of the most important keys to success Knowledge management often plays a crucial role in organizational effectiveness Cover

Organizational Epistemology Kasra Seirafi, 2013-02-26 This book presents an in depth perspective of knowledge as a fundamental process of any organization rather than just another resource to be managed The author presents a process oriented theory of creating and applying knowledge directed towards both researchers and practitioners In this book the author develops normative knowledge management guidelines which draw from a unique view on knowledge discussed in the field of philosophy since Plato but neglected by most knowledge management authors by applying a philosophically grounded social epistemology to organizations The guidelines in this book call for an open and reflective space of knowledge creation aligned with goals and structures of the organization Numerous examples field studies and an application to the main case study on Seven Eleven Japan complement both the descriptive view on knowledge as well as the normative guidelines presented in this book *The Future of Knowledge Management* Birgit Renzl, Kurt Matzler, Hans Hinterhuber, 2005-12-15 In this book leading scholars debate current issues and shed light on future prospects in the field of Knowledge Management It presents new perspectives on knowledge and learning including modes of knowing in practice transactive knowledge systems organizational narrations and challenges conventional wisdom It deals with emerging issues in knowledge and innovation embracing models of distributed innovation and forms of co operation It also includes problems in managing knowledge leadership issues and how to measure knowledge Knowledge and Knowledge Systems: Learning from the Wonders of the Mind Geisler, Eliezer, 2007-09-30 Previous research in the knowledge management and information systems fields simply define knowledge by a few categories and then describe knowledge systems and their usage and the difficulties with them

Knowledge and Knowledge Systems Learning from the Wonders of the Mind starts from the beginning where and how knowledge is formed and how it can be measured describing humans and their knowledge path from conception and birth to maturity Making Sense of the Organization, Volume 2 Karl E. Weick, 2012-01-12 Making Sense of the Organization elaborates on the influential idea that organizations are interpretation systems that scan interpret and learn These selected essays represent a new approach to the way managers learn and act in response to their environment and the way organizational change evolves Readers of this volume will find a wealth of examples and insights which go well beyond thinking and cognition to explain action The author's ideas are at the forefront of our thinking on leadership teams and the management of change This book engages the puzzle of impermanence in organizing Through rich examples evocative language artful literature citing and imaginative connecting Weick re introduces core ideas and themes around attending interpreting acting and learning to unlock new insights about impermanent organizing The wisdom in this book is timeless and timely It prods scholars and managers of organizations to complicate their views of organizing in ways that enrich thought and action Jane E Dutton Robert L Kahn Distinguished University Professor University of Michigan **Knowledge management** Alex Koohang, Keith Harman, Johannes Britz, 2008 *Materiality and Managerial Techniques* Nathalie Mitev, Anna Morgan-Thomas, Philippe Lorino, Francois-Xavier de Vaujany, Yesh Nama, 2018-01-23 This edited book examines the relationship between the materiality of artefacts and managerial techniques combining the recent scholarly interest on socio materiality with a focus on management Exploring managerial techniques the social and material tools used by actors to guide or facilitate collective activities topics include their socio materiality performative dimension role in managerial control relationship to organisational space and relationship to organisational legitimacy This volume particularly explores the valuation and legitimation practices or processes involving managerial techniques their modalities specificities and involvement in collective activity within organisations The overall aim of the chapters is to explore in different ways and instances the way in which material artefacts are able to inscribe and enforce managerial action which affects daily work practices Science-Based Innovation A. Styhre, 2008-02-27 Knowledge management has become a well known term but science based innovation remains relatively unexploited Bridging the gap between knowledge management theory and studies of science of technology such as in the pharmaceutical industry and biotechnology firms this book provides a timely insight into the innovation of the knowledge economy **Handbook of Information Technology in Organizations and Electronic Markets** Angel J. Salazar, Angel Salazar, Steve Sawyer, 2007 The rapid growth in the adoption and diffusion of information technologies has important implications for practitioners academics and policy makers The widespread use of information technologies is challenging traditional business models and reshaping socio economic paradigms as well as promoting new social relations jobs and working structures By synthesizing prior research and providing a strong foundation for future research the aim of this book is to contribute to our practical and conceptual understanding of the technological

behavioral organizational social and economic issues and their inter relationship in organizations and electronic markets The book covers five broad aspects technological innovations and trends organizational change and knowledge management strategic transformation and social and economic transformation Contributions include works by scholars from recognized international communities of academics practitioners and policy makers **ECKM 2015 Proceedings of the 16th European Conference on Knowledge Management** Juan Gabriel Cegarra,2012 **Organizations in Time** Marcelo Bucheli,R. Daniel Wadhvani,2014 This book brings together leading organization scholars and business historians to examine the opportunities and challenges of incorporating historical research into the study of firms and markets

Supporting Workplace Learning Rob F. Poell,Marianne van Woerkom,2011-01-19 During the 1990s the workplace was rediscovered as a rich source of learning The issue of workplace learning has since received increasing attention from academics and practitioners alike but is still under researched empirically This book brings together a range of state of the art research papers addressing interventions to support learning in the workplace The authors are experienced international scholars who have an interest in making HRD and workplace learning practices more evidence based through practical relevant research Although workplace learning is largely an autonomous process many organizations want to manage it as part of their broader HRD strategy There are limits however to the extent to which the complex dynamics of learning in the workplace can be guided in pre determined desirable directions This tension between the possible strengths of workplace learning and the limits of managing it is at the heart of this volume The book is broken into three sections The first section deals with workplace learning interventions including HRD practitioners strategies training and development activities and e learning programs The second section investigates the impact of social support or lack thereof in workplace learning such as mentoring coaching and socialization practices The third section addresses collective learning in the workplace looking at teams knowledge productivity and collaborative capability building *Organizing Words* Yiannis Gabriel,2008-10-30 *Organizing Words* presents a series of essays on some 220 widely used and much debated terms in the social sciences and organization studies Each essay explores the meanings and uses of the word and also the controversies they have sparked The book aims to be a first port of call for students researchers and scholars who wish to familiarize themselves with these key ideas and use them in their own work The book is neither an encyclopaedia nor a dictionary but a thesaurus As such it combines both the original meaning of a thesaurus as a treasure trove with its more contemporary characteristics of an accessible and practical resource Primarily aimed at those interested in social and organizational studies it will appeal to all those interested in the human sciences It does not claim to be canonical or all inclusive but each entry seeks to enlighten and help without patronizing or obscuring disagreements and difficulties The book seeks to be reassuring without being complacent or comfortable to be authoritative without being doctrinaire and to be critical without being destructive Words help us express ourselves and make sense of our experiences and our actions and they help us to organize ourselves our

thoughts and our universe Organizing Words will be an invaluable resource for essay writing and a useful tool in planning and carrying out projects and dissertations Most of the entries have been written by Yiannis Gabriel with 40 essays coming from other experts in particular areas *Conversations About Reflexivity* Margaret S. Archer, 2009-12-18 Reflexivity is defined as the regular exercise of the mental ability shared by all normal people to consider themselves in relation to their social contexts and vice versa In addition to this sociological interest it allows us to hold idle or trivial internal conversations Focussing fully on this phenomenon this book discusses the three main questions associated with this subject in detail Where does the ability to be reflexive comes from What part do our internal reflexive deliberations play in designing the courses of action we take subordinate to habitual action or not Is reflexivity a homogeneous practice for all people and invariant over history In addressing these questions contributors engage critically with the most relevant studies by luminaries such as G H Mead C S Pierce Habermas Luhmann Beck Giddens and Bourdieu Most contributors are leading Pragmatists or Critical Realists associated with the Reflexivity Forum an informal international and inter disciplinary group This combination of reference to influential writers of the past and the best of modern theory has produced a fascinating book that is essential reading for all students with a serious interest in social theory or critical realism **Narratives We Organize By** Barbara Czarniawska, Pasquale Gagliardi, 2003-06-30 This book is a collection of texts that explore the analogy between organizing and narrating between action and text The raw material of everyday organizational life consists of disconnected fragments physical and verbal actions that do not make sense when reported with simple chronology Narrating is organizing this raw and fragmented material with the help of such devices as plot and characters Simultaneously organizing makes narration possible because it orders people things and events in time and place The collection written by organization researchers from many different countries explores this analogy in both directions reporting studies that show how narratives are made in situ and applying narrative analysis structuralist and poststructuralist to stories already in existence Barbara Czarniawska is Skandia Professor of Management Studies at GRI School of Economics and Commercial Law Göteborg University Sweden Pasquale Gagliardi is Professor of Sociology of Organization at the Catholic University of Milan and Managing Director of ISTUD Istituto Studi Direzionali Milan Stresa Italy

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