

Organizational Learning from Performance Feedback

A Behavioral Perspective
on Innovation and Change

Henrich R. Greve

CAMBRIDGE

Organizational Learning From Performance Feedback

Linda Argote, John M. Levine



Organizational Learning From Performance Feedback:

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Audia, Henrich R. Greve, 2021-02-18 This Element synthesizes the current state of research on organizational learning from performance feedback and develops a new perspective that deals with the influence of multiple goals In keeping with the centrality of motives in Cyert March's influential model this new perspective rests on a foundation of individual level behaviors that are responsive to mechanisms at the organizational and environmental level of analysis A key aim is to lay out an agenda for a new wave of empirical research on the interconnections of decision makers organizations and the environment that influence organizational responses to performance [Organizational Learning from Performance Feedback](#)

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Yaghi, 2005 [The Oxford Handbook of Group and Organizational Learning](#) Linda Argote, John M. Levine, 2020-01-02 Groups and organizations vary dramatically in their ability to learn Some acquire substantial knowledge as a function of experience while others do not In groups learning can occur at the level of the individual member and or the group as a whole In organizations learning can occur at both of these levels as well as that of the wider collective Besides varying in the amount and kind of information they acquire groups and organizations also vary regarding their success in retaining knowledge and transferring it to other units In general groups and organizations that are proficient in acquiring retaining and transferring

knowledge are more productive and more enduring than their less able counterparts The goal of this handbook is to bring together cutting edge theoretical and empirical work on group and organizational learning by leading scholars from several disciplines Because many of the same processes influence learning in groups and organizations including both kinds of learning in the same volume has the potential to facilitate the integration of knowledge and the cross fertilization of ideas These benefits are reciprocal in that research at the group level can shed light on how organizations learn whereas research at the organizational level can illuminate how groups learn By clarifying similarities and differences in the processes that underlie learning in groups and organizations the handbook advances understanding of the causes and consequences of learning in collectives of varying size and complexity

Philosophy And Practice Of Organizational Learning, Performance And Change Jerry W Gilley,Peter Dean,Laura Bierema,2008-11-06 In this book the authors integrate the three dominant approaches to organizational development learning performance and change to create a dynamic lens through which to analyze any HRD program or initiative

Organizational Learning Linda Argote,2012-11-14 Why do some organizations learn at faster rates than others Why do organizations forget Could productivity gains acquired in one part of an organization be transferred to another These are among the questions addressed in Organizational Learning Creating Retaining and Transferring Knowledge Since its original publication in 1999 this book has set the standard for research and analysis in the field This fully updated and expanded edition showcases the most current research and insights featuring a new chapter that provides a theoretical framework for analyzing organizational learning and presents evidence about how the organizational context affects learning processes and outcomes Drawing from a wide array of studies across the spectrum of management economics sociology and psychology Organizational Learning explores the dynamics of learning curves in organizations with particular emphasis on how individuals and groups generate share reinforce and sometimes forget knowledge With an increased emphasis on service organizations including healthcare Linda Argote demonstrates that organizations vary dramatically in the rates at which they learn with profound implications for productivity performance and managerial and strategic decision making

The Wiley Blackwell Handbook of the Psychology of Training, Development, and Performance Improvement Kurt Kraiger,Jonathan Passmore,Nuno Rebelo dos Santos,Sigmar Malvezzi,2020-06-02 This Handbook is sure to become a key resource for any researcher or professional looking for the latest and most innovative thinking from around the world on the full range of topics related to training development and performance management Bradford S Bell PhD Cornell University USA Editor Personnel Psychology I wish I could have accessed this book many years ago Comprehensive and scholarly the four sections training e learning personal and professional development and performance management fit well together and address a gap in the literature that has been apparent for some time The psychological perspective speaks to growing interest in the micro foundations of strategic success and the blending together of both formal and informal perspectives on learning in organizations ensures a holistic rather than piecemeal approach to

the question of how to build individual knowledge skills and competences in organizations I believe that this book will make a significant impact on its target audience in this critical area Helen Shipton Professor of International Human Resource Management Nottingham Trent University UK The Wiley Blackwell Handbook of the Psychology of Training Development and Performance Improvement provides up to date contemporary information for researchers and professionals by reviewing the latest literature and research in the interconnected fields of training development and performance appraisal It brings a psychological perspective to bear on a multidisciplinary field that links to management human resources and education Unique to reference works in this area it maintains a truly global focus on the field with top international contributors looking at research and practice from around the world including South America Europe Canada and Australia as well as the United States and the United Kingdom The chapters cover a diverse range of important contemporary topics such as needs analysis job design active learning self regulation simulation approaches 360 degree feedback and virtual learning environments Together they offer researchers and professionals essential information for building a talented organization a critical and challenging task for organizational success in the twenty first century **Organizational Innovation** Fariborz Damanpour, 2020-06-26 This comprehensive book synthesizes research from the past 50 years of innovation studies addressing the main elements of innovation and providing a connected perspective on innovation within organizations It explores the generation and adoption of both technological and nontechnological innovations offering a coherent and systematic view of the process Insights from behavioral economic and structure based perspectives are used to explain existing findings and help the reader navigate current research as well as offering ideas and frameworks to guide new studies *Research Handbook on Foreign Exit, Relocation and Re-entry* Larimo, Jorma, Arte, Pratik, Sousa, Carlos M.P., Ghauri, Pervez N., Mata, José, 2022-07-22 This definitive Research Handbook explores the restructuring strategies of globalised firms bringing together a wide range of topics from export exit subsidiary divestment and market re entry to relocation offshoring and backshoring

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