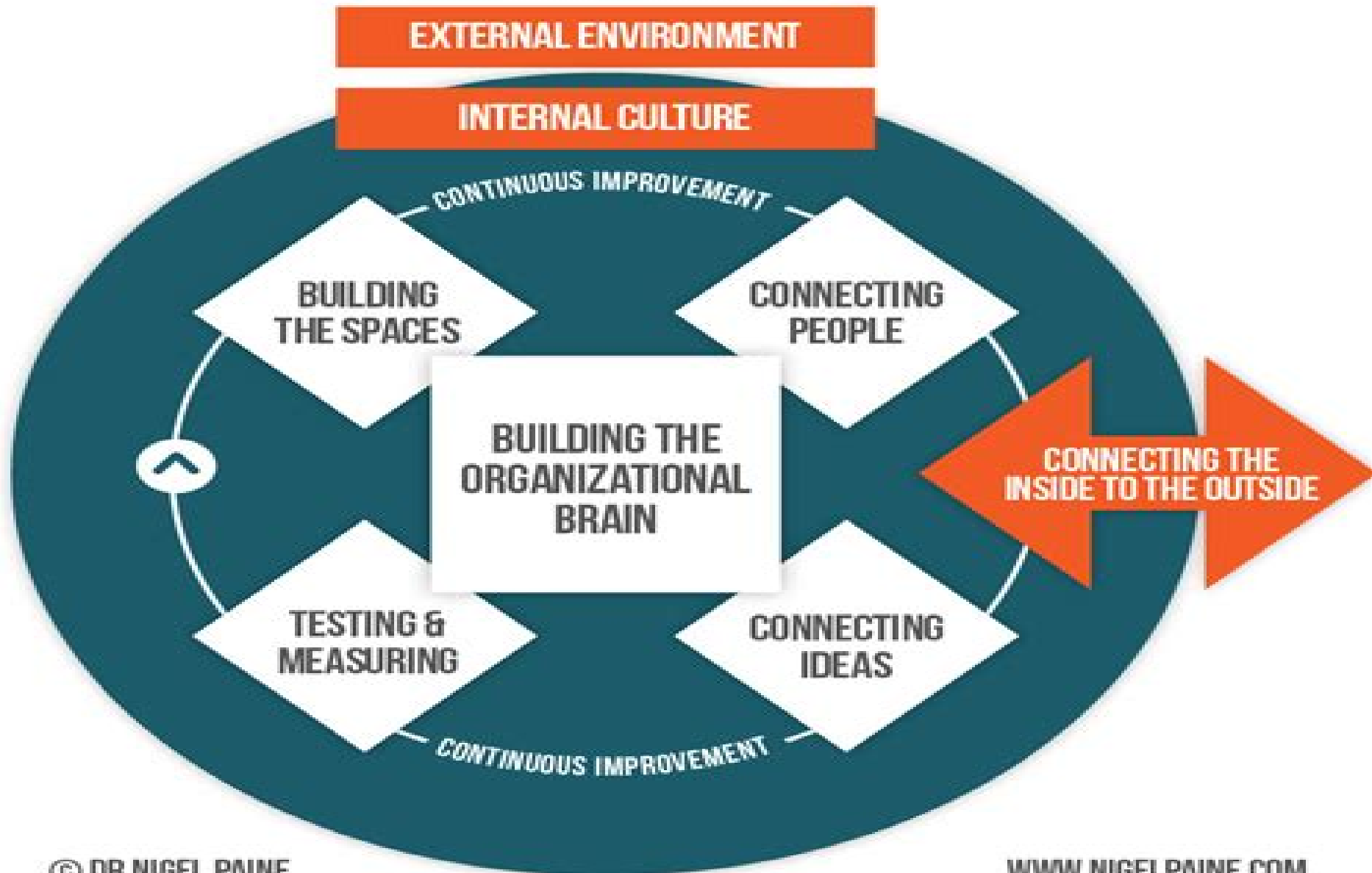


Dimensions of organizational learning



Dimensions Of The Learning Organization

Anders Örtenblad



Dimensions Of The Learning Organization:

The Dimensions of the Learning Organization Questionnaire: Toward New Conceptual, Organizational and Contextual Boundaries Karen Watkins, Victoria Marsick, Anders Ortenblad, 2021 **Dimensions of the Learning**

Organization as Determinants of Organizational Performance in Nonprofit Organizations Susan Kay

McHargue, 1999 The Dimensions of the Learning Organization as Performance Indicators in the Church Gary W.

Piercy, 2000 The Oxford Handbook of the Learning Organization Anders Örténblad, 2019-12-12 The concept of the learning organization is one of the most popular management ideas of the last few decades Since it was conceived as an idea in its own right it has been given various definitions and meanings such that we are still faced with the question as to whether any unified understanding of what the learning organization really is can be established This Handbook offers extensive reviews of both new and traditional perspectives on the concept and provides suggestions for how the learning organization can best be defined practiced studied and developed in future research With contributions from long standing scholars in the field as well as those new to the area this book aims to bridge the gap between traditional and more critical perspectives and in doing so find alternative features and angles to take the idea forward In addition to elaborating on and developing older definitions of the learning organization and suggesting updated and even new definitions the chapters also provide focused explorations on pertinent aspects of the learning organization such as ambidexterity gender inclusivity and systems thinking They also survey organizations that have made efforts towards becoming learning organizations how the learning organization can best be measured and studied and the universality of the idea itself Some of the questions raised in this book are answered or at least given tentative answers while other questions are left open In this way the book has the ambition to take the learning organization an important step further whilst having no intentions to take any final step instead the intention is that others will endeavour to continue where this book stops Handbook of Research on the Learning

Organization Anders Örténblad, 2013-09-30 This timely Handbook establishes the contextualization of the learning organization idea as a research field Organizational Learning and the Learning Organization Mark Easterby-Smith, Luis Araujo, John Burgoyne, 1999-04-28 A valuable resource for academics and practitioners in management and corporate strategy as well as those involved in management training and development European Foundation for Management Development The editors overall assessment is that there has been insufficient dialogue between the two camps of action research and theorizing As a contribution to mapping this divided house the text is an apt illustration of these problems The editor s overview is of interest Stephen Gibb University of Strathclyde MCB University Press The debates surrounding concepts of organizational learning and the learning organization receive a welcome synthesis in this book Inte

Facilitating Learning Organizations Victoria J. Marsick, Karen E. Watkins, 1999 The authors give guidance and advice on how to facilitate the complex change interventions that are required to build learning into the system so that it makes a

difference They highlight the need for business leaders and development professionals to work together **Building the Learning Organization** Michael J. Marquardt, 2011-05-26 Learning is the key to success and survival in today's workplace This essential best practices toolkit with lessons from world class leaders FedEx Nokia Alcoa Whirlpool Microsoft and others tells how to successfully transform an organization into one that not only continually learns from its experiences but quickly translates that knowledge into improved performance Rich with hands on tools and dozens of new examples and case studies this highly anticipated updated edition of the award winning Building the Learning Organization puts the power of the author's Systems Learning Organization model into the hands of any manager who wants to participate in building maintaining and sustaining the next generation of learning organizations **Observing Dimensions of Learning in Classrooms and Schools** John L. Brown, 1995 Expands the use of ASCD's Dimensions of Learning DoL program to include not only teachers but also administrators who are observing and coaching teachers central office administrators in districts using the DoL model as a catalyst for organizational change or restructuring and individuals responsible for staff development Includes three questionnaires for evaluating the extent of the school's current use of DoL a Productive Habits of Mind checklist for students and several checklists for observing teachers who are using the DoL model in their classrooms **Human Resource Development** Eugene Sadler-Smith, 2021-10-13 Combining theoretical rigor practical relevance and pedagogical innovation Human Resource Development From Theory into Practice is an essential resource for students working towards a career in human resource development HRD human resource management HRM occupational and organizational psychology and related areas of business management and organization Key features Aligns with the CIPD Professional Standards and the CIPD's Level 7 Diploma in Learning and Development Covers all the basics in the fundamentals of HRD theory and practice as well as cutting edge topics such as the e learning hybrid learning neuroscience and learning learning ecosystems and the new learning organization science of learning Follows a unique framework based on the a distinction between micro HRD which zooms in on the fine detail meso and macro HRD which zooms out to look at the bigger picture Includes a rich array of research insights case studies and examples from a wide range of contexts Offers a variety of learning features including perspectives from practice and in their own words which help to bridge the gap between theory and practical application This up to date and authoritative textbook is accompanied by a comprehensive instructor's manual and PowerPoint slides to support lecturers in their teaching **Learning Organizations** John Renesch, Sarita Chawla, 2006-02-28 What is a learning organization What are the advantages of creating one Why should a company want to become a learning organization Where does one start Learning Organizations Developing Cultures for Tomorrow's Workplace contains essays by thirty nine of the most respected practitioners and scholars of this topic This definitive collection of essays is rich in concept and theory as well as application and example Lead authors include Harvard's Rosabeth Moss Kanter London Business School's Professor Emeritus Charles Handy and MIT's Fred Kofman and Peter Senge The thirty two essays in this comprehensive collection are

presented in four main parts 1 Guiding Ideas 2 Theories Methods Processes 3 Infrastructure 4 Arenas of Practice

The Learning Organization Concept Tarek El Kassar, 2020 Organizational learning is a principal tool in achieving long term survival and sustainable competitive advantage of an enterprise Organizational learning has become a tremendously important topic of interest in recent years There is considerable debate regarding the importance of organizational learning and its impact on the performance and competitive advantage of the organization The purpose of this research is to study to which extend the concepts of the learning organization are present in private companies in Dubai In this study we used a survey research design with the organization as the unit of analysis In the study we used a convenience sample of private companies based in the Emirate of Dubai UAE The target population was managers at all levels general management operations administration human resources marketing sales and technical head because they are well positioned to assess the organizations learning needs systems and philosophy and have an understanding of where the organization stands in relation to these issues The survey included demographic information about the firm and included the total number of employees In this study we obtained 155 N respondents in the final sample with complete data Measuring learning orientation has been framed in the literature by constructs described by Watkins and Marsick 1993 1999 Senge 1990 and Garvin 2000 Learning orientation was measured using the scale originally constructed and validated by Watkins and Marsick 1999 the Dimensions of the Learning Organization and Yang Watkins and Marsick 2004 The DLOQ consists of 55 questions to measure the correlation of seven learning organization dimensions and certain organizational characteristics regarding financial and knowledge performance Respondents were asked to indicate their perception of the degree to which their organization practices the described behaviors on a six point Likert type scale The data gathered from the survey was then organized in multiple ways for better analysis and entered into SPSS version 22 0 Based on the above findings we can reject the null Hypothesis that Dubai Private Companies do not embrace the Learning Organization Dimensions accept the alternative Thus we can conclude that Dubai Private Companies embrace to some extent the Learning Organization Dimensions described by Watkins and Marsick which we measured using the DLOQ Dimensions of the Learning Organization Questionnaire

ICIE 2017 - Proceedings of the 5th International Conference on Innovation and Entrepreneurship Dr Kamarulzaman Ab. Aziz, 2017 Proceedings of the 5th International Conference on Innovation and Entrepreneurship held in Cyberjaya Malayisa on 26th 27th April 2017

ICICKM 2018 15th International Conference on Intellectual Capital Knowledge Management & Organisational Learning Prof. Shaun Pather, 2018-11-29

Encyclopedia of Organizational Knowledge, Administration, and Technology Khosrow-Pour D.B.A., Mehdi, 2020-09-29 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 Leading the Learning Organization Alan T. Belasen, 2000-01-01 Provides students executives and managers with vital resources to lead their organizations to higher levels of performance *Learning Organization Dimensions and Motivation to Transfer Learning in Large Firm Information Technology Employees* Toby Marshall Egan, 2002 *Digital Transformation of Learning Organizations* Dirk Ifenthaler, Sandra Hofhues, Marc Egloffstein, Christian Helbig, 2021-01-05 This open access volume provides insight into how organizations change through the adoption of digital technologies Opportunities and challenges for individuals as well as the organization are addressed It features four major themes 1 Current research exploring the theoretical underpinnings of digital transformation of organizations 2 Insights into available digital technologies as well as organizational requirements for technology adoption 3 Issues and challenges for designing and implementing digital transformation in learning organizations 4 Case studies empirical research findings and examples from organizations which successfully adopted digital workplace learning *Learning Organization Principles* Rosalee Billingslea Rush, 2011 This study sought to determine the extent to which learning organization constructs influence performance in state government The overarching purpose was to examine the relationship between Peter Senge s five learning disciplines and organizational performance The study utilized an ex post facto survey design The sample population was composed of supervisors and professional and administrative staff within the 19 agencies of a Midwestern state government Participants were administered an instrument that asked them to rate their perception of the organization and its performance along seven dimensions of learning Of the randomly selected 381 participants 110 or 28.9% returned the survey instrument The dimensions of a Learning Organization Questionnaire

Marsick Watkins 2003 was used to collect data on the selected population To provide answers to the three hypotheses an analysis of variance ANOVA was used to test the perception of learning and organizational performance among employee groups A canonical correlation tested the learning organization constructs as predictors of performance The 0.05 confidence level was used for determining statistical significance Findings in this study revealed that employees believe this Midwestern state government possess the characteristics of a learning organization There is a strong linear relationship between organizational learning and performance Evidence suggests that within this state a high learning organization score resulted in a high organizational performance score The study adds to the research on learning organizations by revealing that a manager's perception of organizational learning may be influenced by the person's relative position on the organizational chart and the learning construct empowerment is a dominant contributor to organizational performance The findings in this study support prior research Bales 1993 Applebaum St Pierre Glavas 1998 that suggests executive leadership and middle managers perception of learning may differ from others within the organization Furthermore middle managers are instrumental in helping to promote the interchange of ideas and supporting a culture of learning Future research should explore performance and learning outcomes tied to a specific initiative as well as examine the influence of age on the perception of the organization in terms of its capacity to learn and improve performance

Knowledge Management and Learning Organizations Carolina Machado, J. Paulo Davim, 2021-04-26 This book focuses on knowledge management and learning organizations showing how they realise entrepreneurship and innovation Understanding knowledge management as the process of creating sharing and managing an organization's information and knowledge and focusing learning organizations in their collaborations to promote continuous learning are two issues that are critical to the organizational success As such this book offers insights into the topic and the appropriate use of the tools and strategies that drive competitive organizations operating on an international or transnational scale

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