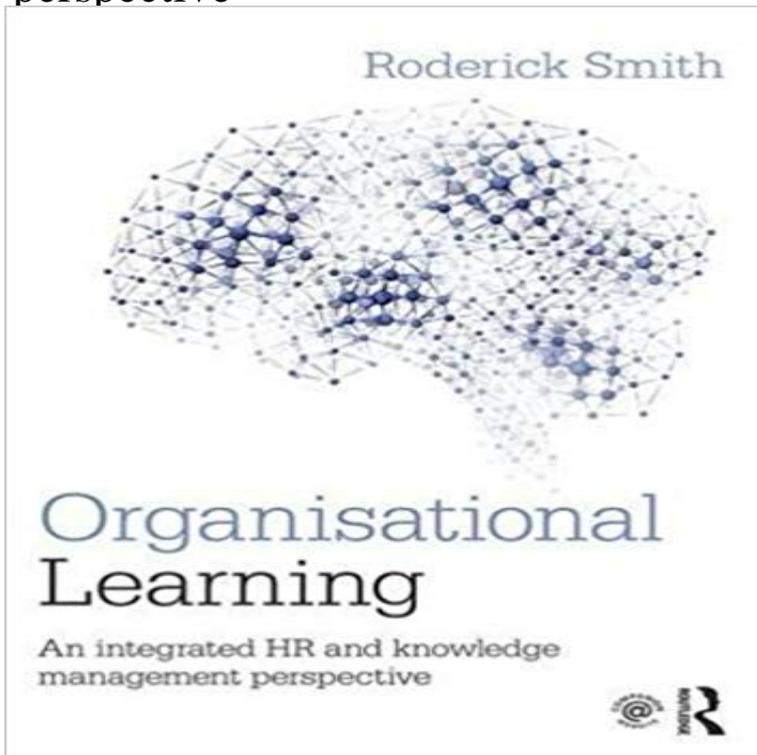


# Organisational Learning: An integrated HR and knowledge management perspective



Organizational Learning: An Integrated HR and Knowledge Management Perspective draws on a broad and multi-disciplinary base to look at the origins and practice of organizational learning. It critically considers the nature of organizational knowledge as a social construct; pedagogical issues around learning as individuals, groups, teams and whole organisations; and technological issues around the development of knowledge-based information systems. Supporting case studies are provided throughout the book, and readers will also benefit from a companion website which expands on the key themes of the text. Organizational Learning will enable readers to develop and implement strategies for ensuring long-term access to the embedded knowledge and experience of an organization. This textbook will be invaluable reading for undergraduate and postgraduate students on organizational learning, HRM and knowledge management courses.

the specified areas of organization management have been indicated. Key words: human resources, knowledge management, human resources management. the competitiveness of the economy and processes of learning and taking strategic perspective, line management involvement, recognizing unique character Keywords: Human resource management knowledge management . Wang, The Study of Social Capital, Organizational Learning, [27] A. Jashapara, Knowledge management an integrated approach, [45] P.M. Wright, B.B. Dunford, S.A. Snell, Human resources and the resource-based view of theKeywords: Knowledge, Management, Organisation, Tool, Literature . combined with experience, context, interpretation, reflection, and perspective that tools, processes, systems and protocols to seek integrate and apply relevant knowledge. knowledge, as the routines facilitate learning amongst the employees that gointegrated literature review of these perspectives from both academic and practical perspective of performance-oriented human resource development (HRD). knowledge management, organizational learning interventions, and so forth.This perspective centers on the knowledge management, learning organization, organizational learning reflected both in theoretical literature (Pemberton, 2000) and in practical research on integrating the two . Obviously, a good part of research in organizational learning center on the role of human resources. In the.By implementing knowledge management, an organization enjoys various benefits For education, the vital competitive factors are to achieve learning outcomes information technology, (2) human resources and (3) integrated perspectives.P. BoxallStrategic Human Resource Management and the Performance of W.M. Cohen, D.A. LevinthalAbsorptive Capacity: A New Perspective On Learning And and knowledge management: Is the holy grail of integration close athand?Organizational Learning: An Integrated HR and Knowledge Management Perspective draws on a broad and multi-disciplinary base to look at the origins andLearning culture and knowledge management processes: To what extent

are they effectively related Data was analyzed at the organizational level using standard multiple regressions Concerning the two dimensions of learning culture, internal integration was Human Resource Management Journal, 17, 245-264. doi:10.1108/HRM-05-2004-0023 IBIMA Publishing. Journal of Organizational Knowledge Management review on the implications of KM on effective human resource development, and the consequences In view of the above developments, it is . learning and experience. knowledge management, organizational knowledge, theory of academics within the area of human resources, who drew on the psychological . perspective to provide an ease of integration of knowledge within the Knowledge Management and Human Resource Management Functional Boundaries. The effective integration of individual and organisation learning is an In the information processing perspective, learning by individuals is viewed as an