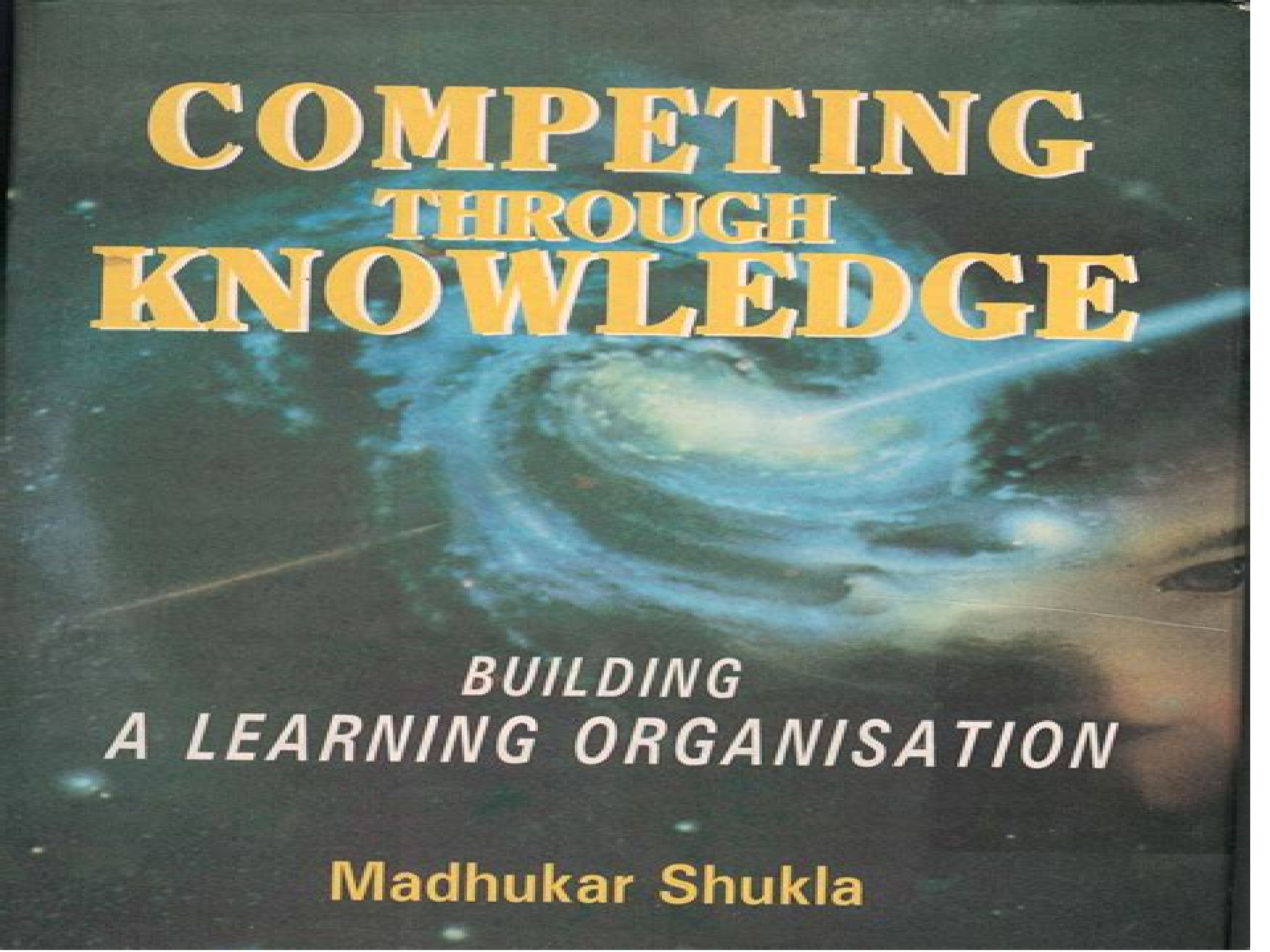




COMPETING THROUGH KNOWLEDGE

*BUILDING
A LEARNING ORGANISATION*

Madhukar Shukla

Competing Through Knowledge Building A Learning Organisation Response Books

Arun Monappa, Mahrukh Engineer



Competing Through Knowledge Building A Learning Organisation Response Books:

Competing through Knowledge Madhukar Shukla, 1997-12-01 In today's turbulent business environment the conventional bases of competitive strategy are increasingly being eroded. In such an environment the ability to generate and acquire new knowledge is becoming an essential prerequisite for success. This emerging paradigm of business treats knowledge and learning as the singular basis not only for competitive success but also for corporate survival. Most books on the subject adopt either one of two mutually exclusive approaches: the first places emphasis on learning as an activity internal to the organization while the second views learning as a resource to be leveraged by the organization. In *Competing Through Knowledge* the first to emanate from India on the subject, Dr. Madhukar Shukla integrates both these approaches and focuses not only on how organizations learn but also on how they can and do use knowledge and learning as strategic weapons to transform their operating paradigms. Beginning with a discussion on the radical changes taking place in the Indian business environment and the need for Indian organizations to develop learning capabilities, the first part of the book provides a framework to understand the dynamics of knowledge-based competition. The second part details six case studies of organizations that have encouraged learning and have utilized knowledge as a competitive asset. Generalizing from these cases, which also serve as benchmarks, the third and last part discusses the architecture of a learning organization and the qualitative shift required in the organization paradigm. Illustrating the ideas and concepts with real-life examples and case studies, including several from India, this book demonstrates the applicability of the new paradigm of the learning organization in the changing Indian business environment. This extremely readable book will appeal to CEOs, practicing managers, human resource professionals, and management consultants. It will also serve as supplementary reading for courses on the learning organization, strategic management, and organizational change.

Organisation Change and Development Kavita Singh, 2009 In these times of flux, organisations are compelled to proactively effect changes in their systems to cope with various factors in the external and internal environment. This comprehensive book tackles all the areas where change interventions are necessary. It is divided into three parts: 1. Organisational Change, 2. Organisation Development, and 3. Knowledge Management. The first part, comprising five chapters, includes an examination of the imperatives of change in today's environment of competition. The different forces of change—political, economic, technological—are examined against the backdrop of shifting customer needs, systems dynamics, inadequacy of administration, profitability issues, and resource constraints. The various models of change, corporate culture in terms of basic value orientations and norms, techniques of identifying and diagnosing organisational culture, classical leadership skills, and the ten key factors in effective change management have all been thoroughly discussed, as have the techniques of designing tailor-made change programmes. The second part, comprising four chapters, introduces the concept of Organisation Development and dissects the basic assumptions against diagnostic models, skills, and methods, change agents, power and control issues, and implications of power.

politics Certain categories of ethical dilemmas have been explored Various types of OD interventions ranging from interpersonal team development to process structural and intergroup development are exhaustively discussed The third part of the book comprising four chapters highlights the need for knowledge management in the present business scenario and discusses the roadblocks to the adoption of knowledge management solutions Principles of knowledge management have been discussed along with the process of maturation of knowledge management techniques The characteristics of a learning organisation have been diagnosed and steps for initiating the process of organisational learning have been outlined This book will be an invaluable resource for students faculty as well as practising professionals

Paradigms of Knowledge Management Krishna Nath Pandey, 2016-06-20 This book has been written by studying the knowledge management implementation at POWERGRID India one of the largest power distribution companies in the world The patterns which have led to models both hypothesized and data enabled have been provided The book suggests ways and means to follow for knowledge management implementation especially for organizations with multiple business verticals to follow The book underlines that knowledge is both an entity and organizational asset which can be managed A holistic view of knowledge management implementation has been provided It also emphasizes the phenomenological importance of human resource parameters as compared to that of technological parameters Various hypotheses have been tested to validate the significant models hypothesized This work will prove useful to corporations researchers and independent professionals working to study or implement knowledge management paradigms

Construction Quality Management Tim Howarth, Paul Watson, 2012-03-15 Quality management is essential for facilitating the competitiveness of modern day commercial organizations Excellence in quality management is a requisite for construction organizations who seek to remain competitive and successful The challenges presented by competitive construction markets and large projects that are dynamic and complex necessitate the adoption and application of quality management approaches This textbook is written in line with the ISO 9001 2008 standard and provides a comprehensive evaluation of quality management systems and tools Their effectiveness in achieving project objectives is explored as well as applications in corporate performance enhancement Both the strategic and operational dimensions of quality assurance are addressed by focusing on providing models of best practice The reader is supported throughout by concise and clear explanations and with self assessment questions Practical case study examples show how various evaluative based quality management systems and tools have been applied Subjects covered include business objectives the stakeholder satisfaction methodology organizational culture and Health and Safety quality philosophy evaluation of organisational performance continuous quality improvement and development of a learning organization The text should prove most useful to students on both undergraduate and postgraduate construction management or construction project management courses It will also prove a valuable resource for practising construction managers and project managers

Organisational Behaviour S S Khanka, 2000 For the students of MBA PGDBM M Com

And other Management Courses Contains a variety of real life examples Glossary given at the end of the book enables students to have knowledge and be familiar with the important key terms used *Handbook on Knowledge Management 1* Clyde Holsapple, 2013-04-17 As the most comprehensive reference work dealing with knowledge management KM this work is essential for the library of every KM practitioner researcher and educator Written by an international array of KM luminaries its approx 60 chapters approach knowledge management from a wide variety of perspectives ranging from classic foundations to cutting edge thought informative to provocative theoretical to practical historical to futuristic human to technological and operational to strategic The chapters are conveniently organized into 8 major sections The first volume consists of the sections foundations of KM knowledge a key organizational resource knowledge processors and processing influences on knowledge processing Novices and experts alike will refer to the authoritative and stimulating content again and again for years to come **Liberalisation and Human Resource Management** Arun Monappa, Mahrukh

Engineer, 1999 Liberalisation and Human Resource Management examines current issues in economic policy related to the management of human resources now and in the future Arun Monappa and Marukh Engineer reflect on the implications of economic liberalisation in India organisational restructuring including privatisation alliances and mergers Indian labour policy different management strategies future changes projecting to the year 2020 such as diversity and technology

Organizational Knowledge Dynamics: Managing Knowledge Creation, Acquisition, Sharing, and Transformation Bratianu, Constantin, 2015-03-31 Promoting organizational knowledge is an important consideration for any business looking toward the future Understanding the dynamics of knowledge intensive organizations is a crucial first step in establishing a strong knowledge base for any organization Organizational Knowledge Dynamics Managing Knowledge Creation Acquisition Sharing and Transformation introduces the idea that organizational knowledge is composed of three knowledge fields cognitive knowledge emotional knowledge and spiritual knowledge This book is useful for graduate students researchers and practitioners in knowledge management intellectual capital human resources management change management and strategic management Multinationals in India Jai B. P. Sinha, 2004-08-30 Combining qualitative and quantitative data and providing a unique understanding of how organizations successfully interface with culture this book will be of interest to students and scholars of business management international management organizational behaviour human resources management and cross cultural psychology It will be of equal interest to practising managers and the personnel departments of all multinational corporations functioning in India Jacket *Knowledge Management For 1 Competitive Advantage* Harish Chandra Chaudhary, 2005-12 Aims to study the importance of knowledge management in organizations This work reviews and presents the state of knowledge management

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