

KNOWLEDGE CREATION

ORGANIZATIONAL LEARNING

Organizational learning is key for organizational development and it contributes sustenance of the organization. It helps in creating knowledge and transferring into product and services.

Organizational practices towards organizational learning

The different practices that lead to organizational learning includes the practices that allow experimentation for new ideas, open feedback practice for enhancement, provision of resources of information ,time and support for knowledge creation and evaluation of creative ideas and tasks.

Experimentation for new ideas: This promotes the culture of testing the new waters and involve the employees to take risks. More often, companies that follow differentiation strategies deal with understanding and predicting the market requirements to come with new products/ services.

Open feedback practice for enhancement: The practice of open feedback mechanism is of great advantage for employees who look for betterment in the tasks and for the implementation of a creative ideas. This practice also provides confidence to the employees to correct the mistakes that are committed earlier.

Provision of resources- information, time and support: The organizational learning happens when employees get the needed information about their suppliers, customers, distributors and employees. The resource of time and efforts are critical as the organization has to allow employees to work on the new idea.

Evaluation of creative ideas and tasks: The outcomes of organizational learning that is turned into products and service, system and process are of utmost importance to organizations. Beyond that, the ideas generated need to be tested for its validity to bring in a change in the existing product or bring a completely new set of product.

WEB LINK: BUILDING A LEARNING ORGANIZATION

<https://hbr.org/1993/07/building-a-learning-organization>