Syllabus

Description
The course focuses on group and organizational learning. The course begins with an analysis of models of group and organizational learning. Theoretical models and empirical findings are then presented about knowledge creation, retention and transfer. We will read “classics” as well as work currently in press from a variety of disciplines.

Requirements
There are three requirements for students taking this course for a grade. First, active participation in class discussion is expected. Second, each student must prepare a review (2-3 pages) of two articles and present the articles to the class. The review should be an analysis of the authors’ theory, methods, and findings. Third, a research proposal of 10-15 pages is required. Your proposal should identify and define an interesting research question as well as specify hypotheses and very briefly describe the method that you would use to test your hypotheses. You will have an opportunity to present your proposal to the class for feedback.

Class Schedule

January 13  
Monday  
Introduction

January 15  
Wednesday  
Organizational Learning


January 22  
Wednesday  
Organizational Learning


**January 27 Monday**  
**Organizational Learning and Experience**  
*Academy of Management Annals, 12*(1), 252–277.*

*Organization Science, 24*(3), 796-812.*

**January 29 Wednesday**  
**Organizational Context**  
*Administrative Science Quarterly, 44*, 350-383.*

In Argote, L., & Levine, J. M. (Eds), *Handbook of Group and Organizational Learning.*  

**February 3 Monday**  
**Individual and Group Learning and Memory**  
*Administrative Science Quarterly, 64*, 87-123.*

In Argote, L., & Levine, J. M. (Eds.), *Handbook of Group and Organizational Learning.*  

**February 5 Wednesday**  
**Transactive Memory**  
*Science, 333*(6043), 776-778.*

*Journal of Management Studies, 49*(8), 1375-1382.*

*Academy of Management Annals, 5*(1), 189-229.

**February 10 Monday**  
**Embedding and Retaining Knowledge**  
February 12
Wednesday
Embedding, Retaining and Transferring Knowledge


February 17
Monday
Transferring Knowledge


February 19
Wednesday
Transferring Knowledge


February 24
Monday
Transferring Knowledge


February 26
Wednesday
Presentation of Research Proposals

*Candidates for Presentation*
Suggested Reading

Groups and Organizational Learning


Argote, L. (2013). *Organizational learning: Creating, retaining and transferring knowledge*. Springer (Chapters 2 and 5).


**Creating Knowledge**


**Embedding and Retaining Knowledge**


**Transferring Knowledge**


**Organizational Learning, Knowledge and Strategy**


