Organizational Learning

47-899
Mini 3, Spring 2016
Posner 384
Mondays/Wednesdays 1:30 PM – 3:20 PM

Professor Linda Argote

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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.

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 short critique (approximately 2 pages) of three papers and present the papers to the class. The critique 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 11
Monday
Introduction

January 13
Wednesday
Organizational Learning


January 20
Wednesday
Organizational Learning


**January 25**

**Monday**

**Organizational Learning and Experience**


**January 27**

**Wednesday**

**Group Learning**


**February 1**

**Monday**

**Embedding and Retaining Knowledge**


**February 3**

**Wednesday**

**Embedding and Retaining Knowledge**


**February 8**

**Monday**

**Transferring Knowledge**


**February 10**

**Wednesday**

**Transferring Knowledge**


**February 15**

**Monday**

**Meet with Instructor about Proposal**

**February 17**

**Wednesday**

**Transferring Knowledge**


February 22  Monday  
Exploration and Exploitation


February 24  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


