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Reasons and Rationalizations

The Limits to Organizational Knowledge

CHRIS ARGYRIS



Academy of Management

Reasons and Rationalizations Chris Argyris, 2004-03-25 What is the purpose of social science and management research Do scholars researchers have a responsibility to generate insights and knowledge that are of practical implementable value and validity. We are told we live in turbulent and changing times should this not provide an important opportunity for management researchers to provide understanding and guidance Yet there is widespread concern about the efficacy of much research These are some of the puzzles pressing problems that Chris Argyris addresses in this short book Argyris is one of the best known management scholars in the world a leading light whose work has consistently addressed fundamental organizational questions and who has provided some of the key concepts and building blocks of our understanding of organizational learning single and double learning theory in use and espoused theory etc In this book he questions many of the assumptions of organizational theory and research and his investigation is not confined to academic analysis He also scrutinizes that capacity for unproductive reasoning self deception and rationalization that is common amongst managers consultants and indeed more generally As well as engaging with the work of leading organizational researchers Sennett Gabriel Burgelman Czarniawska Grint for example he also ponders the work of the consultants commentators and accountants who endorsed Enron Throughout his purpose is to affirm the goal and values of useful knowledge His style enquiry is direct but fair challenging if at times uncompromising Drawing on his own wealth of experience of researching and working with organizations this book will be a reference point for all concerned to develop useful knowledge and confront the defences and deceptions that are only too commonplace in the business and academic Organizational Dynamics of Technology-Based Innovation: Diversifying the Research Agenda Tom worlds McMaster, David Wastell, Elaine Ferneley, Janice I. DeGross, 2007-08-08 This volume presents papers from the 10th Working Conference of the IFIP WG 8 6 on the adoption and diffusion of information systems and technologies It explores the dynamics of how some technological innovation efforts succeed while others fail The book looks to expand the research agenda paying special attention to the areas of theoretical perspectives methodologies and organizational sectors **ASTD** Handbook for Workplace Learning Professionals Elaine Biech, 2008-05-01 Here's the must have reference book for anyone involved in training human resources development and workplace learning Published by the most trusted name in the industry The ASTD Handbook for Workplace Learning Professionals is a required tool for all learning professionals This practical go to resource is a new contribution to the field comprising 50 chapters each authored by renowned industry practitioners The handbook offers the most up to date methodologies and practices covering the entire range of the training and development profession and also includes valuable worksheets and tools on a companion CD ROM Reason's **Neglect** Barbara Townley, 2008-07-24 Reason's Neglect does three things First it argues that rationality is a leitmotif of organization studies one that has often been neglected Second it deploys Foucault's work to uncover neglected approaches

to understanding rationality In doing this it allows for a revised exploration of key subjects in organization studies bureaucracy technology culture practice etc and organization theory itself Finally the book presents an example of new rational management techniques being introduced in an organization and by allowing individuals to speak for themselves examines how they respond to these innovations and how they make sense of them BOOK JACKET The Essentials of Knowledge Management John S. Edwards, 2016-04-29 This book reviews the field of Knowledge Management taking a holistic approach that includes both soft and hard aspects It provides a broad perspective on the field rather than one based on a single viewpoints from Computer Science or Organizational Learning offering a comprehensive and integrated conception of Knowledge Management The chapters represent the best Knowledge Management articles published in the 21st century in Knowledge Management Research Practice and the European Journal of Information Systems with contributors including Ikujiro Nonaka Frada Burstein and David Schwartz Most of the chapters contribute significantly to practise as well as theory The OR Essentials series presents a unique cross section of high quality research work fundamental to understanding contemporary issues and research across a range of Operational Research topics It brings together some of the best research papers from the highly respected journals of the Operational Research Society also published by Palgrave Macmillan

Action Learning and Action Research Ortrun Zuber-Skerritt, Lesley Wood, 2019-03-11 Action Learning and Action Research deepens understanding and contributes to new knowledge about the theory practice and processes of Action Learning AL and Action Research It clarifies what constitutes AL AR in its many forms and what it is not **Unitary**Developmental Theory and Organization Development, Volume 2 Myles Sweeney, 2022-11-30 This book introduces Unitary Developmental Theory UDT to the field of organization development The second of two volumes it introduces the UDT model and examines its application to organization development and change management The book presents UDT comprising seven developmental levels showing how using its methodical progression can help to avoid issues such as unsustainable growth and change failure while examining how the model improves collaboration digital transformation change management and team development It shows how the model clinically transforms concepts such as culture which is often cited as the cause of failure for change re defining it as habituated maturation stage and simplifying culture change accordingly This book is designed to accompany Volume 1 which details the psychology of the model and its equal applicability to mental health recovery Showing how UDT can be used as an overarching model to optimize organization development this book will be of great interest to researchers scholars and postgraduate students from the fields of organizational psychology organization development and change management Information Wissenschaft & Praxis, 2005

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