

Technological Change and Organizational Action

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Technological Change And Organizational Action

Nicola De Liso, Riccardo Leoncini



Technological Change And Organizational Action:

Technological Change and Organizational Action Juha Laurila, David Preece, 2003-09-02 In recent decades an extensive array of changes and innovations have taken place in and across work organizations and networks of organizations and workers facilitated by new technologies and technological forms This has initiated an interest in technological change as one of the conditions for organizational action and researchers have begun to draw inspiration from a wider spectrum of conceptual issues perspectives and theoretical traditions This book is interested in the level of praxis and how this might be understood and theorized It brings together a comprehensive collection of empirically grounded and theoretically informed research projects from studies of organizational practice which explore a number of technological changes in a variety of contexts These are informed by contemporary debates within and across theoretical approaches including the sociology of technology work and organizations actor network theory technology as text and metaphor processual and political perspectives social and business network based approaches to the analysis of technology and innovation and the social construction and shaping of technology This book will be essential reading for researchers and advanced students within the field of technology work and organizations and also organization studies and management studies Organizational

Learning and Technological Change Cristina Zuccheromaglio, Sebastiano Bagnara, Susan U. Stucky, 2012-12-06 What the Book Is About This book is about the problem of organizational learning that is the analysis of organizations conceived as learning systems In order to survive in a period of a rapid change organizations must innovate and then to develop and exploit their abilities to learn The most innovative organizations are those that can respond with great efficiency to internal and external changes They respond to and generate technological change by acting as effective learning systems They maximize the learning potential of ongoing and normal work activities The organizational structure and the technology allow members to learn while the organizations itself learns from its members So organizations reach high levels of innovation when structured to take advantage of the social distributed participative situated processes of learning developed by its members in interaction with the technological environment Organizations should consider learning as an explicit productive objective They must create integrated learning mechanisms that encompass technological tools reward and incentive systems human resource practices belief systems access to information communication and mobility patterns performance appraisal systems organizational practices and structures The design of efficient learning organizations requires cognitive technological and social analyses All the computer based technologies e g office automation communication and group decision support not only those devoted to and used in training activities have to be considered as tools for organizational learning and innovation

The SAGE Encyclopedia of Action Research David Coghlan, Mary Brydon-Miller, 2014-08-11 Action research is a term used to describe a family of related approaches that integrate theory and action with a goal of addressing important organizational community and social issues together with those who experience them It focuses on the creation of areas for

collaborative learning and the design enactment and evaluation of liberating actions through combining action and research reflection and action in an ongoing cycle of cogenerative knowledge While the roots of these methodologies go back to the 1940s there has been a dramatic increase in research output and adoption in university curricula over the past decade This is now an area of high popularity among academics and researchers from various fields especially business and organization studies education health care nursing development studies and social and community work The SAGE Encyclopedia of Action Research brings together the many strands of action research and addresses the interplay between these disciplines by presenting a state of the art overview and comprehensive breakdown of the key tenets and methods of action research as well as detailing the work of key theorists and contributors to action research

Technological Change and Co-determination in Sweden Åke Sandberg,1992 It follows the renewal of labor law in the 1970s especially the laws on co determination laws that regulate and encourage joint involvement by union and management in the decision making process of the organization Sandberg and his colleagues present extensive case studies that discuss and analyze job design the present strategies and future role of unions employee participation and local union efforts to impact organizational and technological changes The dairy and the Postgiro cases impressively illustrate the interaction of local and central unions to influence the early stages of decision making and planning The engineering workshop and the sugar mill cases demonstrate that union leaders can empower and influence the workers concerned through informal collaboration relying on local resources to provide greater independence

Work, Organizations, and Technological Change Gerhard Mensch,Richard J. Niehaus,2012-12-06 This volume is the proceedings of the Symposium entitled Work Organizations and Technological Change which was held in Garmisch Partenkirchen West Germany 14 19 June 1981 The meeting was sponsored by the Special Panel on Systems Sciences of the NATO Scientific Affairs Division In proposing this meeting the Symposium Directors built upon several preceding NATO conferences in the general area of personnel systems manpower modelling and organization The most recent NATO Conference entitled Manpower Planning and Organization Design was held in Stresa Italy in 1977 That meeting was organized to foster research on the interrelationships between programmatic approaches to personnel planning within organizations and behavioral science approaches to organization design From that context of corporate planning the total internal organizational perspective was the MACRO view and the selection assignment care and feeding of the people was the MICRO view Conceptually this meant that an integrated approach was needed if all the dimensions of such problems within private and public organizations were to come out correctly

Technological Change Clotilde Coron,Patrick Gibert,2020-06-16 Technological change is exciting as much as it is daunting The arrival of new digital tools affects consumption patterns types of employment and working conditions and can pose challenges to organizations and individuals alike Indeed although technological change is a factor for economic growth it can also be an amplifier or even a catalyst of inequality It is also a social change and interacts in complex ways technology is both the source and the

consequence of social transformation To understand technological change and to harness its effects this book studies transformations at different levels societal organizational and individual In its analysis of the subject it also draws on a number of disciplines of the human and social sciences such as anthropology sociology and psychology *The Transfer and Diffusion of Information Technology for Organizational Resilience* Brian Donnellan,Tor Larsen,Linda Levine,Janice DeGross,2006-05-17 This volume contains the edited proceedings of the Working Conference on the Transfer and Diffusion of IT for Organizational Resilience sponsored by the International Federation for Information Processing IFIP Working Group 8 6 Transfer and Diffusion of Information Technology and held in Galway Ireland in June of 2006 The material contained in this book represents current thinking on the topic of resilience by academics and leading practitioners **Strategy** David Faulkner,2002 This is the most comprehensive collection to date on all aspects of strategy The articles selected here discuss key themes including different conceptions of strategy such as the classical rational models of Porter the empirical emergent emphasis of Mintzberg and the competence based models of Grant and others the relationship between strategy and other subjects including economics and organizational studies scenario planning networks strategic groups and knowledge and other key new developments the implications of globalization and international management key strategic decisions including diversification and mergers and acquisitions With a new introduction by the editor and an extensive index this collection is an invaluable reference tool and teaching aid Technological Development and Impact on Economic and Environmental Sustainability Bayar, Yilmaz,Sasmaz, Mahmut Unsal,Ozturk, Omer Faruk,2022-03-25 The globalized world has experienced significant improvements in production and consumption in a heterogeneous way since the industrial revolution However the considerable environmental degradation and energy wars resulting from the limited fossil energy sources brought the issue of sustainable development to the world agenda Sustainable development has become one of the most discussed issues at country and international levels and requires further investigation to fully understand how we can move towards a more sustainable future Technological Development and Impact on Economic and Environmental Sustainability explores the determinants of economic social and environmental sustainability from a multidisciplinary perspective in the globalized world analyzes the impacts of applied sustainable policies and considers the improvements in the Sustainable Development Goals Covering topics such as economic growth and climate change this reference work is ideal for researchers academicians scholars practitioners industry professionals instructors and students **Managing Technological Development** Hakan Hakansson,Alexandra Waluszewski,2003-09-02 In this book the story of how IKEA and its paper producers struggled to solve the problem of creating environmentally friendly paper constitutes the foundation of a discussion of technological development Through a detailed analysis of the case study the authors demonstrate the necessity of including social technological and economical factors when dealing with such issues Focusing on the interactive aspects of commercial and technological development they examine how new solutions are developed and shaped in relation to the different companies

and organizations involved They investigate resources in terms of how they are related and built into other resources through historical and contemporary interaction processes Their overall emphasis is on dealing with the issue of how different closely and distantly related companies and organizations are affected when resources are developed *Information Technology and Organizational Learning* Arthur M. Langer, 2017-10-17 Focusing on the critical role IT plays in organizational development the book shows how to employ action learning to improve the competitiveness of an organization Defining the current IT problem from an operational and strategic perspective it presents a collection of case studies that illustrate key learning issues It details a dynamic model for effective IT management through adaptive learning techniques supplying proven educational theories and practices to foster the required changes in your staff It examines existing organizational learning theories and the historical problems that occurred with companies that have used them as well as those that have failed to use them

Human Resource (Talent) Development Ronald R. Sims, 2023-01-01 The rapidly transforming environment that we live in has made human resource development HRD all the more necessary for the success of today's organizations HRD initiatives help their organizations by developing employees who assist their organizations in not only surviving but thriving in our increasingly global world Today's best practice or benchmarked organizations and their HRD professionals continue to recognize the importance of employee learning knowledge skills and motivation to organizational success This recognition increasingly opens many doors as organizational leaders accept the fact that HRD initiatives can be used to ensure that organization members have what it takes to successfully meet the demands that confront them and their organizations This book takes the position that HRD can demonstrate how their initiatives help to develop a superior workforce so that the organization and its individual employees can accomplish their strategic and operational goals in service to their clients or customers This book is written with the belief that HRD professionals have many opportunities to learn change and find ways both in and outside of the workplace to contribute to the development of learning organizations as we move further into the 21st century A major point of this book is that HRD will continue to become more and more important to organizational success when one considers the increased responsibilities HRD professionals have taken on during and post the COVID pandemic The primary audience for this book is practicing HRM and HRD professionals and other organizational leaders The book provides proven ideas important to demonstrating the value of HRD From a practical viewpoint it is based on actual experience a strong research base and accepted practices presented in an easy to read form A second target audience is students of HRD and HRM who are preparing for careers in this important field This book will help them develop a solid foundation to the study of HRD practices or initiatives that are key to HRD success regardless of the type of organization A third target audience is managers or leaders at all levels of an organization who are expected to take on a number of HRD responsibilities e.g. as trainers coaches mentors change agents and so on while regularly partnering with HRD professionals It offers these individuals a firsthand look at what they should expect of their HRD functions or areas

and how they can effectively work with HRD professionals in their organizations to achieve the organizations strategic goals by getting the most out of its human people

Readings in Groupware and Computer-Supported Cooperative Work Ronald M. Baecker,1993-01-13 This comprehensive introduction to the field represents the best of the published literature on groupware and computer supported cooperative work CSCW The papers were chosen for their breadth of coverage of the field their clarity of expression and presentation their excellence in terms of technical innovation or behavioral insight their historical significance and their utility as sources for further reading Taken as a whole the papers and their introductions are a complete sourcebook to the field This book will be useful for computer professionals involved in the development or purchase of groupware technology as well as for researchers and managers It should also serve as a valuable text for university courses on CSCW groupware and human computer interaction

An Agenda for Action John G. Bruhn,Howard M. Rebach,1996-10-31 A companion to the authors Handbook of Clinical Sociology Plenum Press 1991 this pioneering text provides an introduction to this new field covering its development methods and tools and illustrates the applications of sociological concepts to current social problems Drs Bruhn and Rebach present numerous examples to enable practitioners to apply their problem solving skills Key discussions address the values held by clients and practitioners and issues relating to sociological assessment and evaluation This indispensable resource is enhanced by case illustrations annotated bibliographies and a glossary of terms

Internationalization, Technological Change and the Theory of the Firm Nicola De Liso,Riccardo Leoncini,2010-09-13 This book focuses on three main areas each of which is central to economic theorising firms organisation and behaviour technological change and the process of globalisation Each subject can be analysed by using different methods which range from purely theoretical abstractions to case studies and from econometrics to simulations What this collection provides is a broad view of the three topics by concentrating on different aspects of each of them and utilising different methods of investigation Internationalization Technological Change and the Theory of the Firm looks in detail at various questions surrounding firms organisation including why we can observe ordered paths of production whether proximity between firms matters and whether patenting is always worthwhile In addition several essays explore technology and innovation including the persistence cum development of old technologies Furthermore this book focuses on those processes which concern small and medium sized firms considering the usefulness of stage theory the possibilities of production off shoring and the skill composition of manufacturing firms Overall the book is characterised by original ideas renewed applications of mathematical and statistical methods and the use of new databases This valuable collection will be of interest to postgraduates and researchers focusing on innovation theories of the firm and globalisation and should also be useful to a professional readership as it presents up to date research with the aim of improving our understanding of the phenomena of technological change firms strategies and globalisation

Knowledge and Technological Development Effects on Organizational and Social Structures Abdelnour-Nocera, José,2012-10-31 As the growing relationship between individuals

and technology continue to play a vital role in our society and work place the progress and execution of information technology communication systems is important in maintaining our current way of life Knowledge and Technological Development Effects on Organizational and Social Structures provides a wide ranging discussion on the exchanging of research ideas and practices in an effort to bring together the social and technical aspects within organizations and society This collection focuses on new ideas and studies for research students and practitioners

Work and Technological Change Stephen R. Barley, 2020 Stephen R Barley reflects on over three decades of research to explore both the history of technological change and the approaches used to investigate how technologies including intelligent technologies such as machine learning and robotics are shaping our work and organizations *Research Handbook on Artificial Intelligence and Decision Making in Organizations* Ioanna Constantiou, Mayur P. Joshi, Marta Stelmaszak, 2024-03-14 Featuring state of the art research from leading academics in technology and organization studies this timely Research Handbook provides a comprehensive overview of how AI becomes embedded in decision making in organizations from the initial considerations when implementing AI to the use of such solutions in strategic decision making *Organizational Innovation* Gerald Hage, 2018-12-20 Published in 1998 In the past year the 300 largest global companies increased their research budgets by an average of 12 per cent Governments now measure how technologically advanced they are as they worry about their trade balances and unemployment Many public sector organizations for example hospitals universities and welfare agencies are struggling to keep up with the rate of technological progress The selections in this book provide a number of insights on how private firms can be more innovative and public sector organizations can keep up with rapid technological change They emphasize both radical and incremental innovations and both product and process innovation In particular the advanced manufacturing technologies so central to Piore and Sabel's Second Industrial Divide receive a great deal of attention Finally the consequences of innovation are the focus of the last section

Industrial Technological Development (Routledge Revivals) Hakan Hakansson, 2015-08-11 Technical innovation in industry is regarded by many people as the best way of making industry more profitable A great deal of energy and time is being expended by businessmen and by governments discussing how best to bring about technical innovation This book which was first published in 1987 argues that all concerned with technical innovation should bear in mind the importance of networks Networks are defined as the web of contacts which exist between suppliers customers and producers in industry Drawing on extensive original research the book discusses the need for co ordinating technical research and development with suppliers and customers and examines in detail how this should best be done This book is ideal for students of business and economics

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