The Arison School of Business at the IDC Herzliya is happy to invite you to our special research seminar which brings leading scholars around the world to present their work.

"ORGANIZATIONAL LEARNING CURVES AND TRANSACTIVE MEMORY SYSTEMS"

Prof. Linda Argote

From
Carnegie Mellon University

Monday, June 3 rd 2013, at 14:00
Arison-Lauder Building Lobby, IDC Herzliya

(Reception and light refreshments 13:30)

Linda Argote is the David M. Kirr and Barbara A. Kirr Professor of Organizational Behavior and Theory and director of the Center of Organizational Learning, Innovation and Performance at the Tepper school of Business in Carnegie Mellon. Her research deals with Organizational learning, innovation, productivity, knowledge transfer, organizational memory, group processes, and performance.

Recently, she has been named the 2012 Distinguished Scholar of the Organization and Management Theory (OMT) division of the Academy of Management. The award is presented to scholars whose contributions have been central to the intellectual development of the field of organization studies.

Abstract

Organizational learning curves have been found in a variety of contexts, including both manufacturing and service organizations. As organizations gain experience, costs per unit and defects per unit typically decrease at a decreasing rate. Organizations vary dramatically in the rates at which they learn: some show remarkable rates of learning while others evidence little or no learning. Factors contributing to this variation will be discussed. Particular attention will be given to trans active memory systems or knowledge of who knows what. Evidence that trans active memory systems improve collective performance will be presented and predictors of trans active memory systems discussed. I will argue that trans active memory systems provide micro foundations for organizational learning curves. Because trans active memory systems develop from experience working together and are hard for competitors to imitate, these systems are a source of competitive advantage for organizations.