

Disciplina:

ADM2380 - Aprendizado Contínuo nas Organizações

Ementa:

Desenvolvimento, aprendizado contínuo e treinamento das pessoas. Organização que aprende. Habilidades e competências requeridas no mundo globalizado de negócios. Desenvolvimento organizacional e gerencial. Planejamento, programação, monitoramento e avaliação dos processos de desenvolvimento organizacional, grupal e pessoal. Sistemas de medição e recompensa.

Bibliografia:

Básica: EASTERBY-SMITH, M. LYLES, M. Introduction: Watersheds of Organizational Learning and Knowledge Management In: EASTERBY-SMITH, M. LYLES, M. The Blackwell Handbook of Organizational Learning and Knowledge Management. Blackwell Publishing, 2008. ELKJAER, B. Organizational Learning: The 'Third Way'. Management Learning, 2004. Vol. 35(4). DIBELLA, A. Organizations as Learning Portfolios. In: Easterby-Smith, M. Lyles, M. The Blackwell Handbook of Organizational Learning and Knowledge Management. Blackwell Publishing, 2008 HEDBERG, B. WOLF, R. Organizing, Learning, and Strategizing: From Construction to Discovery. In.: NONAKA, I. Handbook of Organizational Learning & Knowledge. Oxford University Press, 2001. REINHARDT, R., BORNEMANN, M., PAWLOWSKY, P., e SCHNEIDER. Intellectual capital and knowledge management: Perspectives on measuring knowledge. In.: NONAKA, I. Handbook of Organizational Learning & Knowledge. Oxford University Press, 2001. FRIEDMAN, V. J. LIPSHITZ, R., OVERMEER, W. Creating Conditions for Organizational Learning. In.: NONAKA, I Handbook of Organizational Learning & Knowledge. Oxford University Press, 2001. AKHAVAN, P. HOSEINI, S. M. Determinants of Knowledge Sharing in Knowledge Networks: A Social Capital Perspective. The IUP Journal of Knowledge Management, Vol. XIII, No. 1, 2015. ALMEIDA, P. PHENE, A. GRANT, R. Innovation and Knowledge Management: Scanning, Sourcing, and Integration. In. Easterby-Smith, M. Lyles, M. The Blackwell Handbook of Organizational Learning and Knowledge Management. Blackwell Publishing, 2008. CAO, Q.; THOMPSON, M. A.; TRICHE, J. Investigating the role of business processes and knowledge management systems on performance: A multi-case study approach. International Journal of Production Research. Vol. 51, No. 18. MCIVER, D. et al. Understanding Work and Knowledge Management from a Knowledge-In Practice Perspective. Academy of Management Review. Vol. 38. BOYATZIS, R. E. Managerial and Leadership Competencies_A Behavioral Approach to Emotional, Social and Cognitive Intelligence. Vision, 15, 2. DRAGONI, L. et al. Understanding Managerial Development, Integrating Developmental Assignments, Learning Orientation, and Access to Developmental Opportunities in Predicting Managerial Competencies. Academy of Management Journal. Vol. 52, No. 4. SANDBERG, J. Understanding Human Competence at Work. Academy of Management Journal, Vol. 43. No. 1, 9-25. 2000. WICKRAMASINGHE, ZOYZA. V. N. Managerial competency requirements that enhance organisational competencies. The International Journal of Human Resource Management, Vol. 22