



Work Group Learning

Understanding,
Improving &
Assessing
How Groups
Learn In
Organizations

Edited by
Valerie L. Sessa
Manuel London

Work Group Learning Understanding Improving And Assessing How Groups Learn In Organizations

Ai-Girl Tan, Christoph Perleth



Work Group Learning Understanding Improving And Assessing How Groups Learn In Organizations:

Work Group Learning Valerie Sessa,Manuel London,2007-12-14 This contributed book shapes the emerging field of group learning by drawing on research from leading theoreticians and researchers Author contributions aggregate existing theory and research and go beyond this foundation to examine new insights about how groups learn and what they learn factors that influence group learning learning interventio

Work Group Learning Valerie I. Sessa,Manuel London,2008 First Published in 2007 Routledge is an imprint of Taylor Francis an informa company

Human Resource Strategy Michal Biron,Corine Boon,Peter A. Bamberger,2014-06-27 What is human resource strategy How are human resources strategies formulated and how can we explain the variance between what is espoused and what is actually implemented What impact if any does human resource strategy have on the organization s bottom line and how can this impact be explained Is there one best HR strategy for all firms or is the impact of HR strategy on performance contingent on some set of organizational technological or environmental factors Human Resource Strategy 2nd edition provides an overview of the academic and practitioner responses to these and other questions Applying an integrative framework the authors review 30 years worth of empirical and theoretical research in an attempt to reconcile often conflicting conceptual models and competing empirical results Complex theoretical models and scientific findings are presented in an accessible and relevant way in the context of the strategic decisions that executives are forced to make on a regular basis This new edition features an updated literature review coverage of the latest challenges to HR strategy new mini cases discussion questions additional examples and an emphasis on the strategic implications of the research making it an ideal resource for students and practitioners alike

The Emerald Review of Industrial and Organizational Psychology Robert L. Dipboye,2018-09-07 This book provides a comprehensive review of the theory research and applications in Industrial and Organizational I O Psychology Analyzing three primary objectives of I O psychology improving the effectiveness of employees and organizations enhancing employee well being and gaining an understanding of human behavior in organizations

Data Analytics Applications in Education Jan Vanthienen,Kristof De Witte,2017-09-29 The abundance of data and the rise of new quantitative and statistical techniques have created a promising area data analytics This combination of a culture of data driven decision making and techniques to include domain knowledge allows organizations to exploit big data analytics in their evaluation and decision processes Also in education and learning big data analytics is being used to enhance the learning process to evaluate efficiency to improve feedback and to enrich the learning experience As every step a student takes in the online world can be traced analyzed and used there are plenty of opportunities to improve the learning process of students First data analytics techniques can be used to enhance the student s learning process by providing real time feedback or by enriching the learning experience Second data analytics can be used to support the instructor or teacher Using data analytics the instructor can better trace and take targeted actions to improve the learning process of the student

Third there are possibilities in using data analytics to measure the performance of instructors Finally for policy makers it is often unclear how schools use their available resources to produce outcomes By combining structured and unstructured data from various sources data analytics might provide a solution for governments that aim to monitor the performance of schools more closely Data analytics in education should not be the domain of a single discipline Economists should discuss the possibilities issues and normative questions with a multidisciplinary team of pedagogists philosophers computer scientists and sociologists By bringing together various disciplines a more comprehensive answer can be formulated to the challenges ahead This book starts this discussion by highlighting some economic perspectives on the use of data analytics in education The book begins a rich multidisciplinary discussion that may make data analytics in education seem as natural as a teacher in front of a classroom

The Peak Performing Organization Ronald J. Burke, Cary L. Cooper, 2008-11-26 Building a peak performing organization is not easy or else everybody would be achieving this goal Organizations today are facing heightened challenges in remaining competitive in a more demanding global business environment New technology customer expectation outsourcing low cost competitors and needs for both higher performance and more innovation

Creativity James C. Kaufman, Robert J. Sternberg, 2021-04-08 This introductory textbook features expert cutting edge theory and research on creativity tailored for undergraduate courses

Creativity, Culture, and Development Ai-Girl Tan, Christoph Perleth, 2015-08-27 This volume presents a collection of writings on the relations among creativity culture and development The editors invited like minded researchers of creativity from around the world to share their respective notions of creativity Given that human creativity is a potential that can and should be nurtured in the course of lifespan development and across all cultural backgrounds the volume emphasizes the importance of promoting creativity in all cultures and through societal educational opportunities and offers a venue for the authors to make conceptual empirical and practical inquiries into the relations among creativity development and culture The authors represent a varied mix of contemporary and emerging creativity researchers who use different methodologies to investigate the importance of culture in creativity development and the reciprocal role of developing creativity and cultural enrichment The volume represents an attempt on the part of the editors and the authors to broaden our current understanding of creativity in the contexts of human and cultural development and in so doing to enhance our understanding of creativity culture and development in the contexts of flourishing human and societal activities As the first volume in a book series on Creativity in the Twenty First Century the book invites readers and researchers to engage in future interdisciplinary and intercultural discourses and dialogues on the importance of creativity for human and cultural development

Leadership Peter G. Northouse, 2025-01-07 Now with a new chapter on Social Identity Leadership Adopted in thousands of courses in 89 countries and translated into 15 different languages this market leading text successfully combines an academically robust account of the major theories and models of leadership with an accessible style and focus on how leadership theory can inform leadership practice Peter G Northouse

uses a consistent structure for each chapter allowing readers to easily compare and contrast different theories Case studies and questionnaires provide students with practical examples and opportunities to deepen their understanding of their own leadership style

Creativity and Innovation in Organizations Michael D. Mumford,E. Michelle Todd,2019-11-04 This volume presents a distinctly multilevel perspective on creativity and innovation that considers individual level team level and firm level factors In illustrating these factors this volume presents both theoretical and practical implications to guide researchers and practitioners alike in the continued study and advancement of creativity and innovation in organizations Chapter authors not only discuss the abilities personality and motivational attributes that contribute to employee creativity but they also address the impact of leadership and climate on creative performance in teams Subsequently firm level influences such as planning learning strategy and professions that influence the success of creative and innovative efforts are examined With contributions from leading scholars around the globe this book offers a comprehensive review of creativity and innovation to assist researchers and practitioners in their quests to understand and improve organizational creativity and innovation This is an essential resource for scholars researchers or graduate students interested in creativity innovation and organizational behavior

Collaborative Quality Assurance in Information Systems Development Kai Spohrer,2015-11-21 This book examines how and why collaborative quality assurance techniques particularly pair programming and peer code review affect group cognition and software quality in agile software development teams Prior research on these extremely popular but also costly techniques has focused on isolated pairs of developers and ignored the fact that they are typically applied in larger enduring teams This book is one of the first studies to investigate how these techniques depend on and influence the joint cognitive accomplishments of entire development teams rather than individuals It employs theories on transactive memory systems and functional affordances to provide answers based on empirical research The mixed methods research presented includes several in depth case studies and survey results from more than 500 software developers team leaders and product managers in 81 software development teams The book s findings will advance IS research and have explicit implications for developers of code review tools information systems development teams and software development managers

A Research Agenda for Leadership Learning and Development through Higher Education Susan R. Komives,Julie E. Owen,2023-06-01 Adopting a multilevel perspective this innovative Research Agenda offers a comprehensive and critical overview of research on all aspects of contemporary leadership education Bringing together enlightening contributions from experienced scholars of leadership education along with a team of early career critical scholars it examines essential dimensions of leadership education processes and outcomes and interrogates the knowledge bases that shape these dimensions

Performance Management James W. Smither,Manuel London,2009-07-28 There has been a shift in HR from performance appraisal to performance management A new volume in the SIOP Professional Practice Series this book contains a broad range of performance management topics offers

recommendations grounded in research and many examples from a variety of organizations In addition to offering state of the art descriptions of performance management needs and solutions this book provides empirical bases for recommendations demonstrates how performance management tracks and helps promote organizational change and exams critical issues This book makes an ideal resource for I O psychologists HR professionals and consultants In this comprehensive and timely volume Smither and London assemble an exceptional collection of chapters on topics spanning the entire performance management process Written by leading researchers and practitioners in the field these chapters draw on years of research and offer a blueprint for implementing effective performance management systems in organizations This volume is a must read for all those interested in performance management John W Fleenor Ph D research director Center for Creative Leadership

The Problems with Teamwork, and How to Solve Them Annika Lantz Friedrich, Daniela Ulber, Peter Friedrich, 2019-12-23 This book offers practical evidence based solutions to help professionals implement and support effective teamwork Lantz Ulber and Friedrich draw on their considerable professional experience to present common problems in team based organizations what empirical research tells us the causes are and which solutions are more effective in overcoming team based obstacles In The Problems with Teamwork and How to Solve Them nine common problems are identified ranging from lack of leadership and adaptability to conflict and cohesiveness accompanied by clear instructions on how to approach and resolve the individual issues Detailed case studies are presented throughout the book demonstrating how theory can be applied to real life situations to produce optimal results for both the team and the larger organisation By combining theory and practice and using state of the art research the book constructs a cognitive map for identifying problem causes and effect and step by step instructions on how to solve problems This is essential reading for anyone working in team based organizations as well as students and academics in related areas such as organizational psychology and organizational behaviour

The Psychology and Management of Project Teams François Chiocchio, E. Kevin Kelloway, Brian Hobbs, 2015-04-10 In this volume a cross disciplinary set of editors brings together perspectives from leading I O psychology and project management scholars The volume includes comprehensive coverage of team selection development learning motivation and communication conflict management and well being leadership diversity performance from a multi level perspective and career development

Human-in-the-Loop Simulations Ling Rothrock, S. Narayanan, 2011-09-15 Human in the Loop Simulations is a compilation of articles from experts in the design development and use of human in the loop simulations The first section of the handbook consists of papers on fundamental concepts in human in the loop simulations such as object oriented simulation development interface design and development and performance measurement The second section includes papers from researchers who utilized HITL simulations to inform models of cognitive processes to include decision making and metacognition The last section describes human in the loop processes for complex simulation models in trade space exploration and epidemiological analyses Human in the Loop

Simulations is a useful tool for multiple audiences including graduate students and researchers in engineering and computer science *Foundations of Adult and Continuing Education* Jovita M. Ross-Gordon, Amy D. Rose, Carol E.

Kasworm, 2016-11-23 A research based foundational overview of contemporary adult education *Foundations of Adult and Continuing Education* distills decades of scholarship in the field to provide students and practitioners with an up to date practical resource Grounded in research and focused on the unique needs of adult learners this book provides a foundational overview of adult education and an introduction to the organizations and practices developed to support adult learning in a variety of contexts The discussion also includes select understandings of international adult education policy and methods alongside theoretical frameworks contemporary and historical contexts and the guiding principles of adult education today Coverage of emerging issues includes the aging society social justice and more with expert insight from leading authorities in the field Many adult educators begin practice through the context of their own experiences in the field This book provides the broader research theory and practice needed for a deeper understanding of adult education and its place in society Learn the key philosophical and theoretical frameworks of adult education Survey the landscape of the field through contemporary and historical foundations Examine key guiding understandings and practices targeted to adult learners Delve into newer concerns including technology globalization and more *Foundations of Adult and Continuing Education* provides an expertly led overview of the field and an essential introduction to real world practice **The Oxford Handbook of Leadership**

Michael G. Rumsey, 2013 This book both acknowledges the complexity emerging from the three main components of leadership the leader the led and the environment while providing a sound foundational structure in which the complexity of this area of study can be better understood *Decision Making for Enhanced Health Security* Gilberto

Montibeller, 2022-06-06 Health threats pose significant dangers to humankind and form a major source of human suffering and sorrow Responsible leadership and reasoned decision making can significantly improve the arenas that are affected by health threats through establishing a better allocation of very scarce resources for building health capabilities and for increasing health preparedness responsiveness and resilience This book examines how public health leaders can use the cutting edge research from Decision Sciences to better manage emerging and re emerging health threats with a focus on enhancing health security While these decisions must be informed by the best available evidence they must also address competing priorities and key uncertainties and must mitigate critical risks albeit in a cost effective manner which seeks to maximize societal value This is a book about how decisions on health security can be improved both in terms of the content that is utilized in a health decision analysis and the decision processes that are employed in reaching a decision This decision focused perspective can help public health leaders and public health experts to increase the health preparedness of health systems the task of which involves improving health capabilities increasing the robustness of health systems against health threats as well as strengthening health resilience and the responsiveness of these systems against disease outbreaks

Engaged Decision Making Etiënne A. J. A. Rouwette, L. Alberto Franco, 2024-04-11 In the knowledge economy teams play a central role in decisions made within and across organisations. The reason why teams with diverse compositions are often used is arguably their ability to develop solutions that none of their members could have produced alone. Systems design, strategy and policy development, risk management and innovation are just a few of the areas that call for team decisions. Unfortunately, a considerable number of behavioural research studies show that teamwork is fraught with difficulties. Teams often underestimate their fallibility, struggle with conflict or are unable to share and integrate critical information effectively. Indeed, the evidence shows that two out of three teams do not achieve their goals and half of organisational decisions, many of which are team decisions, fail. In this book, the authors draw from research in psychology, decision and systems sciences, as well as their own research and consulting work that spans more than 20 years, to show how designed interventions can enable team decision making to become rigorous, transparent and defensible. They cover theory and practice regarding the design, delivery and evaluation of interventions to support team decision making in situations of varied complexity. Written as an applied resource for researchers and advanced students, in particular, this book offers a guide to proven interventions that enhance the process of making team decisions and increase the chances of superior team results. The Open Access version of this book is available at www.taylorfrancis.com and has been made available under a Creative Commons Attribution-NonCommercial-NoDerivatives 4.0 International license.

Unveiling the Power of Verbal Artistry: An Psychological Sojourn through **Work Group Learning Understanding Improving And Assessing How Groups Learn In Organizations**

In a world inundated with screens and the cacophony of immediate interaction, the profound power and emotional resonance of verbal artistry often fade into obscurity, eclipsed by the constant assault of noise and distractions. Yet, situated within the musical pages of **Work Group Learning Understanding Improving And Assessing How Groups Learn In Organizations**, a fascinating function of literary brilliance that pulses with raw emotions, lies an unique trip waiting to be embarked upon. Published with a virtuoso wordsmith, that magical opus courses viewers on a psychological odyssey, lightly exposing the latent potential and profound affect embedded within the complicated web of language. Within the heart-wrenching expanse of this evocative analysis, we shall embark upon an introspective exploration of the book is key themes, dissect its fascinating writing design, and immerse ourselves in the indelible impression it leaves upon the depths of readers souls.

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