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HRM562010VA003-1186-001 - DEVELOPING A LEARNING ORGANIZA

Week 3 Assignment 1 - Submit Here

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Running head: 1 IDENTIFYING THE ORGANIZATIONAL L

1 IDENTIFYING THE ORGANIZATIONAL LEARNING ISSU

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MEJIAS STRAYER UNIVERSITY DEVELOPING A LEARNI

ORGANIZATION (HRM 562) DR. Sharron Credle July 16, 2018

1. 1 ASSESS THE ORGANIZATION'S CULTURE AS IT REI

SHARED KNOWLEDGE, THEN SPECIFY THE SIGNIFICA

MYSTIFICATIONS. SUPPORT YOUR RESPONSE WITH AN
EXAMPLE OF EACH SELECTED MYSTIFICATION WITHIN
ORGANIZATION.

INSIGHT POWER IS AN ELECTRONICS MANUFACTURING
OPERATING IN THE UNITED STATES OF AMERICA. THE
OUTSOURCING THEIR PRODUCTS ALL OVER THE WOR
COMPANY OWNS A LARGE NUMBER OF MANPOWER OF
THAN ONE THOUSAND EMPLOYEES COMING FROM THE
BACKGROUND AND SOCIAL CULTURE. THE EMPLOYEE
ORGANIZATION ARE NOT ABLE TO WORK EFFICIENTLY
OF KNOWLEDGE SHARING SYSTEM OF THE ORGANIZA
MANAGEMENT IS NOT MAKING EFFECTIVE DECISIONS
PROPER SHARING OF KNOWLEDGE IN BETWEEN THE

THE BIGGEST ISSUE BEING FACED AT THE ORGANIZAT
APPROPRIATE CONNECTION IN BETWEEN THE EMPLO
MANAGEMENT. THE MANAGEMENT IS THE MAIN DECI
ENTITY AT THE ORGANIZATION. DUE TO THE SAME RE
EMPLOYEES DO NOT FEEL ANY OWNERSHIP OF THE SU
CHANGES BY THE MANAGEMENT. ALSO, THE EMPLOY
AFRAID OF THE CHANGE DUE TO SOME RESERVATION
CHANGE. THE LACK OF COORDINATION IN BETWEEN T
MANAGEMENT AND EMPLOYEE CAUSE RESISTANCE FI
EMPLOYEES TOWARDS THE CHANGE. IT ALSO REDUC
DEVELOPMENT AND PERFORMANCE OF EMPLOYEES A
(ANDREADIS, 2009). FOR EXAMPLE, WHEN THE MANA

THE SECOND MYSTIFICATION IS THE LACK OF TRAINING FOR THE NEW HIRING AT THE ORGANIZATION. THE EMPLOYEES, DESPITE THEIR EXPERIENCE NEED A PROPER OVERVIEW OF THE ENVIRONMENT FOR PROPER FUNCTIONING. THE LACK OF A TRAINING PROGRAM DISTURBS THE EMPLOYEES' RELATIONSHIP, WHICH REDUCES ORGANIZATIONAL PRODUCTIVITY (BOONE, 2000). FOR EXAMPLE, WHEN A NEW EMPLOYEE STARTS WORKING IN A PARTICULAR STATION WITH OLDER EMPLOYEES, THE LACK OF A CULTURAL OVERVIEW CAUSES MISTAKES FROM THE NEW EMPLOYEES AND AGGRAVATES THE STAFF OVERALL.

THE THIRD SIGNIFICANT MYSTIFICATION IS THE LACK OF A CONTINUOUS DEVELOPMENT PROGRAM. LEARNING IS A CONTINUOUS PROCESS; HOWEVER, WHEN THE ORGANIZATION DOES NOT FACILITATE THE EMPLOYEES WITH NEW METHODS OF DOING THINGS, THEN IT DEGRADES THE EMPLOYEE MORALE AND CAUSES A DECREASE IN THEIR MOTIVATION LEVEL (FOR EXAMPLE, WHEN AN EMPLOYEE NEEDS CERTAIN KNOWLEDGE TO BE ABLE TO PERFORMING A PARTICULAR JOB IN A MORE EFFECTIVE MANNER. HOWEVER, THE ORGANIZATION DOES NOT ARRANGE FOR THE SAME THEN IT LEADS TOWARDS DEGRADATION OF MOTIVATION AND DEDICATION LEVEL.

2. **1 GIVE YOUR OPINION ON THE CURRENT ORGANIZATIONAL LEARNING MECHANISM(S) (OLMS) THAT HINDER ORGANIZATIONAL LEARNING. SUPPORT YOUR RESPONSE WITH ONE (1) PRACTICAL TRAINING OR LEARNING INITIATIVE (EG, SHARING KNOWLEDGE WITH NEW EMPLOYEES).**

THE AUTHOR BELIEVES THAT THE ORGANIZATIONAL ORGANIZATIONAL LEARNING MECHANISMS ARE THE OBSTACLES TOWARDS ORGANIZATIONAL LEARNING. ORGANIZATIONAL LEARNING MECHANISM IS WORKING THE DECREASE IN CONFIDENCE LEVEL, MORAL LEVEL, LEVEL, AND MOTIVATION LEVEL OF THE EMPLOYEES. ORGANIZATION DOES NOT PAY POSITIVE ATTENTION TOWARDS DEVELOPMENT AND SUGGESTIONS; THEREFORE, THERE IS NO ANY OWNERSHIP FOR THE ORGANIZATION (LI & KOZMINSKI, 2006). THE LACK OF TRAINING CULTURE, PARTICIPATIVE DEVELOPMENT, KNOWLEDGE SHARING, EFFECTIVE PROCEDURES, ETC. ARE STOPPING THE EMPLOYEES FROM PROVIDING ANY PRODUCTIVE CONTRIBUTION TOWARDS THE ORGANIZATION. AS THE ORGANIZATION IS NOT PAYING CERTAIN ATTENTION TOWARDS THE TEAM DEVELOPMENT, THEREFORE, ALL THE EMPLOYEES ARE MAKING AN INDIVIDUAL EFFORT FOR COMPLETING THEIR OWN ASSIGNED TASKS INSTEAD OF COMPLETING THE SIGNIFICANT TASKS FOR THE ORGANIZATION TEAM. (BOONE, 2014) IF THE ORGANIZATION TAKES A STEP TOWARDS LAUNCHING SHARING KNOWLEDGE MECHANISM AT THE ORGANIZATION, THEN IT WILL BE PROVIDING A SIGNIFICANT OPPORTUNITY TO ALL THE INDIVIDUALS FOR SHARING THEIR CONCERNS WITH THE MANAGEMENT. THE EMPLOYEES WILL BE ABLE TO FEEL OWNERSHIP TOWARDS THE ORGANIZATION AND WILL SHOW AN INCREASE IN THEIR DEDICATION LEVEL. IT WILL IMPROVE THE TEAMWORK FOR THE ORGANIZATION AND WILL INCREASE THE ORGANIZATIONAL PRODUCTIVITY AT THE SAME INSTANT.

**EMPLOYEES PERFORMING THE SAME JOB. IT WILL AL
CONFIDENCE TO WORK TOWARDS ANY SUGGESTIONS
THE BETTERMENT OF THE ORGANIZATIONAL PRODUCT**

3. **1 DETERMINE WHICH ONE (1) OF THE FOLLOWING
SUITABLE FOR REPLACING THE IDENTIFIED OLM(S) T
ORGANIZATIONAL LEARNING AS A CORRECTIVE ACTION
FACILITATE THE TRANSITION FROM INDIVIDUAL TO
ORGANIZATIONAL LEARNING: OFF-LINE/INTERNAL, C
LINE/INTERNAL, OFF-LINE/EXTERNAL OR ON-LINE/EX
JUSTIFY YOUR SELECTION.**

**THE AUTHOR BELIEVES THAT THE ONLINE/INTERNAL
APPLICABLE OLM SUITABLE FOR REPLACING WITH TH
OLM AT THE ORGANIZATION. THE BIGGEST REASON F
THAT AS IT IS AN INITIATIVE, WHICH MEANS THAT TH
MIGHT HAVE SOME SIGNIFICANT IDEAS IN THEIR MIN
ORGANIZATIONAL BETTERMENT ALREADY. IF THE OR
HIRES ANY EXPERT FROM OUTSIDE WITHOUT PROPER
THE EMPLOYEES, THEN IT WILL DEMORALIZE THEM F
(LI & KOZHIKODE, 2011). THEREFORE, THE ORGANIZA
INITIATE THE LEARNING PROGRAM INTERNALLY FOR
POSITIVE CULTURE. AFTERWARD, THE ORGANIZATIO
TOWARDS EXTERNAL LEARNING. THE SELECTED OLM
VEHEMENCE BOTH LEARNING AND WORKING AT THE
THIS WILL PROVIDE AN OPPORTUNITY TO THE EMPLO
PERFORMING ONLINE EXPERIMENTATION TO IDENTIFI**

CONVINCING IMPROVEMENTS.

4. **1 EVALUATE THE NORMS OF THE ORGANIZATION'S CULTURE TO DETERMINE THE SOURCE(S) THAT CURR PRODUCTIVE LEARNING BY APPLYING TWO (2) OF THE NORMS: INQUIRY, ISSUE ORIENTATION, TRANSPAREN OR ACCOUNTABILITY. PROVIDE AT LEAST ONE (1) EXA OF THE SELECTED NORMS' MANIFESTATION WITHIN T ORGANIZATION IN YOUR EVALUATION.**

THE INQUIRY IS THE BIGGEST NORM CREATING OBST THE ORGANIZATIONAL LEARNING. THE REASON BEHI THAT THE MANAGEMENT IS MORE CONCERNED WITH RESOLUTION OF PROBLEMS FROM THE TOP INSTEAD C AND RESOLVING CAUSE PROBLEM. FOR EXAMPLE, IF T FREQUENT FAILURE OF EQUIPMENT AT THE WORKPL MANAGEMENT IS MORE CONCERNED WITH TIMELY RI AND OPERATION OF THE EQUIPMENT (FORMAN, 2004) MANAGEMENT DOES NOT SHOW THE REQUIRED INTE THE REASONING BEHIND THE FREQUENT FAILURE OF EQUIPMENT. IT IS QUITE POSSIBLE THAT THE EMPLOY ABLE TO OPERATE THE EQUIPMENT EFFECTIVELY LEA FREQUENT EQUIPMENT FAILURE. IF THE MANAGEME THE SAME PROBLEM PROPERLY, THEN THEY WILL BE TRAINING FOR THE EMPLOYEES LEADING TO BETTER THE EQUIPMENT AND THE REDUCTION OF FREQUENT WITH THE EQUIPMENT (BOONE, 2014).

BRAINSTORM TO THEIR SUGGESTIONS. THEREFORE, THEY WILL RESIST SHARING SUCH SUGGESTIONS WITH THE MANAGEMENT (ANDREADIS, 2009). FOR EXAMPLE, IF AN EMPLOYEE SUGGESTS A CHANGE FOR BRINGING CERTAIN IMPROVEMENT IN THE PRODUCTION OF A PARTICULAR EQUIPMENT; HOWEVER, THEY ARE AWARE THAT THE MANAGEMENT WILL NOT BE CONSIDERING THEIR SUGGESTION IN AN APPROPRIATE REQUIRED MANNER. THEREFORE, DUE TO THIS REASON, THEY WILL NOT SHARE THEIR CONCERN WITH THE MANAGEMENT. ALSO, IF THE MANAGEMENT DOES NOT SHARE THE BENEFITS OF A PARTICULAR DECISION WITH THE TEAM, THEN THEY EITHER WILL RESIST THE CHANGE OR WILL NOT IMPLEMENT THE CHANGE IN AN EFFECTIVE MANNER.

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