

BUILDING THE CAPACITY OF ORGANIZATIONAL LEARNING FROM THE PERSPECTIVE OF KNOWLEDGE

Mario Villar Vargas, Luis Araya-Castillo y Esmeralda Giraldo Casado

ABSTRACT

Organizational learning is a relatively recent concept and its meaning is subject to intense theoretical discussion. Based on this, the purpose of this objective of this work is to establish the fundamental elements of the concept of collective learning from the perspective of knowledge; hence, to determine the conditions of its promotions and, therefore, facilitate the achievement of organizational results. The methodology applied was based on a thorough theoretical revision of the existing literature of organizational learning, configuring the contributions of different authors from the perspective of knowledge. The results obtained were the definition of a construct of collective learning from the perspective of knowledge that can be verified in order to measure the collective learning capacity of a firm. Although organizational learning can be studied from three perspectives: from the perspective of change, from the perspective of knowledge and considering both perspectives. The perspective of knowledge acquires special relevance since knowledge has been constituted as a factor of production and strategic differentiation whose value is precisely in the capacity to contribute to competitive advantage.

Keywords: Organizational Learning, Perspective of Change, Perspective of Knowledge, Construct.

DOI: 10.23881/idupbo.018.2-7e