

Name : Learning Organization and Knowledge Management					
module/course code	Student workload	Credits (ECTS)	Semester	Frequency	Duration
IAB81001	510 (minutes/week)	4.53 ECTS	1	Odd	1x per semester
	Types of courses : Face to face Independent study Structured Tasks	Contact hours : 150 minutes/week		Independent study 360 minutes / week	Class size X students 15 students
1	Prerequisites for participation : ---				
2	Learning outcomes : <ol style="list-style-type: none"> 1. Students understand the importance of a business organization becoming a learning organization as a source <i>competitive advantage</i> (KU2, PP1). 2. Students are able to analyze and design an effective learning organization (KU.1, KU3, KK2.5, PP1) 3. Students understand the concept of knowledge diffusion in business organizations both at the strategic and operational levels (KU2, PP1) 4. Students can apply the concept of knowledge diffusion in the business development process (S9, KU3, KK2.4, KK2.5, PP1) 5. Students are able to understand business problems and provide problem solving solutions based on the development of innovations resulting from the development of knowledge S9, KK2.4, KK2.5, PP1) 				
3	Description : This course aims to provide students with a deep understanding of the importance of a business organization becoming a learning organization as an effort to create an organization's competitive advantage. This course discusses the essential elements for the creation of an effective learning organization. This course also covers knowledge management, especially the diffusion of knowledge. The current era of increasingly dynamic and complex business demands optimal management of knowledge diffusion. Therefore, this course also describes the important components in the diffusion of knowledge and its relation to the creation of innovation. Lecture approach that uses lecture and discussion mechanisms (sharing knowledge, sharpening concepts,				
4	Subject aims/Content : <ol style="list-style-type: none"> 1. The meaning of learning organizations, and knowledge management and its position in realizing innovation in organizations 2. Perspectives in learning organizations 3. Internal and external driving factors of the learning organization 4. Factors forming a Learning Organization 5. Learning Organization Agent 				

	6. Learning Organization Design 7. The nature of knowledge 8. Knowledge Management Foundations 9. Knowledge Discovery System (KDS) 10. Knowledge Capture System (KCS) 11. Knowledge Sharing System (KSS) 12. Knowledge Application System (KAS) 13. Future Challenges and Research Directions for Learning Organization and Knowledge Management
5	Teaching methods : face to face Independent study structured tasks
6	Assessment methods: 20% presentation 20% discussion 20% duty MID-TERM EXAM 20% FINAL-TERM EXAM 20%
7	Other information eg bibliographical references : Main: 1. Michael J. Marquardt (2002), Building the Learning Organization: Mastering the 5 elements for Corporate Learning, Davis_Black Publishing 2. Mark Easterby-Smith, Marjorie A. Lyles 2011. Handbook of Organizational Learning and Knowledge Management (2nd ed), A John Wiley and Sons, Ltd, Publication: United Kingdom 3. Becerra-Fernandez, Irma and Sabherwal, Rajiv. 2014. Knowledge Management: Systems and Processes 2nd edition. Routledge. 4. Little, Stephen, and Ray, Tim (ed). 2005. Managing Knowledge: An Essential Reader 2nd edition. Sage Publication Supporter Peter Sange (2006), The Fifth Discipline: The Art & Practice of The Learning Organization 1. Galbraith, Jay R (2014), Designing Organizations Strategy, Structure, and Process at the Business Unit and Enterprise Levels. 3rd ed 2. Kimiz Dalkir (2005), Knowledge Management in Theory and Practice, Elsevier 3. Case Studies In Knowledge Management by MURRAY JENNEX (Editor) 4. Harri Oinas-Kukkonen (2008), The 7C Model for Organizational Knowledge Creation and Management 6. Selected Journal Articles