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Simona Vasilache, Academy of Economic Studies, Romania
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Richard Brunet-Thornton, IMCA/GARC, UK & University of Economics-Prague, Czech Republic
Vladimir Bureš, University of Hradec Kralove, Czech Republic & City University of Seattle, Slovakia
Section V. Organizational and Social Implications

This section includes a wide range of research pertaining to the social and behavioral impact of organizational learning and knowledge around the world. Chapters introducing this section critically analyze and discuss trends in organizational theory, such as needs analysis and Personalized Learning Environments. Additional chapters included in this section look at problem-solving style, problem complexity, and knowledge generation. Also investigating a concern within the field of organizational learning and knowledge is research which discusses the effect of trust on personalized knowledge management. With more than 20 chapters, the discussions presented in this section offer research into the integration of global organizational learning and knowledge as well as implementation of ethical considerations for all organizations.

Chapter 5.1. Knowledge for Communicating Knowledge
Dov Te'eni, Tel-Aviv University, Israel

Chapter 5.2. Human Factors in Knowledge Management: Building Better Systems by Employing Human Systems Integration Methods
Tareq Z. Ahram, University of Central Florida, USA
Waldemar Karwowski, University of Central Florida, USA
Chris Andrzejczak, University of Central Florida, USA

Chapter 5.3. Causal Relationship among Perceived Organizational Environment, Leadership and Organizational Learning in Industrial Workers
Murako Saito, Waseda University, Japan

Chapter 5.4. Organizational Needs Analysis and Knowledge Management
Ian Douglas, Florida State University, USA

Chapter 5.5. Personal Knowledge Management Skills in Web 2.0-Based Learning
Maria Elisabetta Cigognini, University of Florence, Italy
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Roberto Biloslavo, University of Primorska, Slovenia
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Chapter 5.7. Managing Knowledge for Enhancing the Participants through Organizational Learning and Leadership

Murako Saito, Waseda University, Japan

Chapter 5.8. Individual Learning and Emotional Characteristics in Web-Based Communities of Practice

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Zacharias Lekkas, National & Kapodistrian University of Athens, Greece
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Constantinos Mourlas, National & Kapodistrian University of Athens, Greece

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Chapter 5.10. Renewal and Personal Mastery in Knowledge-Based Organisations: The Case of a Finnish ICT-Company

Päivi Lohikoski, University of Oulu, Finland

Chapter 5.11. Problem-Solving Style, Problem Complexity and Knowledge Generation: How Product Development Teams Learn When They Carry on Innovation

Corrado Io Storto, University of Naples Federico II, Italy

Chapter 5.12. PLE: A Brick in the Construction of a Lifelong Learning Society

Sabrina Leone, Università Politecnica delle Marche, Italy

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Dag von Lubitz, MedSMART Inc., USA & Bieda Poco Dargante Inst., Denmark

Chapter 5.14. Communities of Practice as Work Teams to Knowledge Management

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Chapter 5.15. Motivation in Collaborative Knowledge Creation

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Chapter 5.17. Organizational Learning Facilitation with Intranet (2.0): A Socio-Cultural Approach

Kees Boersma, VU University Amsterdam, The Netherlands
Sytze Kingma, VU University Amsterdam, The Netherlands
Section VI. Managerial Impact

This section presents contemporary coverage of the social implications of organizational learning and knowledge, more specifically related to the corporate and managerial utilization of information sharing technologies and applications, and how these technologies can be facilitated within organizations. Core ideas such as training and continuing education of human resources in modern organizations are discussed throughout these chapters. Issues, such as a conceptual model to show how managers evaluate internal (relative advantage and compatibility of adopting an innovation) and external (competitive pressure and partner conflict) determinants that affect the intention to adopt technological innovations in organizational learning and knowledge, are discussed. Equally as crucial, chapters within this section discuss how leaders can manage corporate responsibility in order to foster desired intangibles in their employees. Also in this section is a focus on how to implement organizational learning in offshoring or outsourcing practices.

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