

The Link Between Knowledge Management, Organizational Learning and Collective Competence

Authors : Amira Khelil, Habib Affes

Abstract : The XXIst century is characterized by promoting teamwork as one of the main drivers of firms' performance. Collective competence is becoming crucial in developing and maintaining a firm's competitive advantage, as well as its contributions to organizational innovation. In other words, the improvement of collective competence for a firm is no longer a choice, but rather an obligation. Learning capabilities of a firm in the context of knowledge management are assumed to be the main drivers of collective competence. Although there are some efforts to consider these concepts together; they are mostly discussed separately in the management theory. Thus, this paper aims to offer a holistic approach for development collective competence on the basis of Knowledge Management and Organizational Learning Capabilities. A theoretical model that defines a relationship between knowledge management, organizational learning and collective competence is presented at the end of this paper.

Keywords : collective competence, exploitation learning, exploration learning, knowledge management, organizational learning capabilities

Conference Title : ICHSS 2015 : International Conference on Human and Social Sciences

Conference Location : Zurich, Switzerland

Conference Dates : January 13-14, 2015