

# Knowledge Work and Knowledge-Intensive Firms

**Mats Alvesson**

# Knowledge Work And Knowledge Intensive Firms

**Sue Newell, Harry Scarbrough, Jacky  
Swan**



## **Knowledge Work And Knowledge Intensive Firms:**

Knowledge Work and Knowledge-intensive Firms Mats Alvesson, 2004 This book provides a critical understanding of some basic aspects of knowledge intensive work and organizations The author adopts a social constructivist approach and explores the management and analytical challenges of knowledge intensive firms It will be key reading for academics researchers and advanced students in organization studies knowledge management and innovation

**Knowledge Work and Knowledge-Intensive Firms** Mats Alvesson, 2004-03-18 The book addresses the concept of knowledge in a work and organizational context professional or knowledge work and knowledge intensive firms It provides a critical moderate social constructivist understanding of these themes and the current interest in knowledge management organization and the knowledge economy Professional service as well as science and high tech work and firms are treated reporting case studies of IT and management consultancy firms advertising agencies and life science based companies The concepts of knowledge and knowledge management are discussed and dominant functionalist thinking debunked The ambiguity of knowledge in the input process and output of professional work is emphasized It is suggested that we should be careful in assuming too much about the nature role and effects of knowledge in business life and instead take the constructed nature of knowledge seriously and scrutinize knowledge claims Knowledge talk and claims may frequently be key elements in marketing and identity work as much as they inform us about key activities of professionals and knowledge intensive firms The book covers a fairly broad set of management organization and working life aspects are addressed including HRM themes and different forms of control including client control and regulation of identity From a perspective emphasizing the ambiguity of social and business life rhetoric symbolism image politics of knowledge claims identity and identity work are viewed as crucial for the understanding and management of professional knowledge work and organizations The book is provocative and challenges key assumptions in dominant knowledge and organization thinking suggesting a novel theoretical approach The book is intended for third year level undergraduates upwards and aims to say things also of relevance for scholars It mixes textbook and research ambitions As a moderately constructivist text with a relatively broad focus the book may have some potential as a text complementing more conventional textbooks also in general organization and management courses

*Managing Knowledge Work and Innovation* Sue Newell, Harry Scarbrough, Jacky Swan, 2009-06-30 Written by a team of highly respected authorities on management and organizational behaviour this core textbook is grounded in an extensive body of international research and analysis that demonstrates that knowledge work depends primarily on the behaviours attitudes and motivations of those who undertake and manage it and not simply on the implementation of information systems technology Throughout the book engaging case studies and role plays demonstrate the range of perspectives that can be applied to knowledge work and the organisational conditions under which it can be managed effectively This book is essential reading for undergraduate and postgraduate students on modules covering Knowledge Management and ideal for

modules in Human Resource Management and Organisational Studies New to this Edition Updated case studies based on the latest research and with international reach Enhanced learning and teaching tools to help students understand important concepts A new companion website with lecturer resources

**Knowledge Management in Organizations** Donald Hislop, 2013-01-31 This introductory level textbook critically reviews and analyses the key themes underpinning knowledge management in organisations It presents the key debates in this area including coverage of epistemologies of knowledge managing and sharing knowledge and learning and innovation

*International Encyclopedia of Organization Studies* Stewart Clegg, James R. Bailey, 2008 Describing the field spanning individual organisation societal and cultural perspectives in a cross disciplinary manner this is the premier reference tool for students lecturers academics and practitioners to gather knowledge about a range of important topics from the perspective of organisation studies

**Managing and Organizations** Stewart R Clegg, Martin Kornberger, Tyrone Pitsis, 2011-11-28 Electronic Inspection Copy available for instructors here Now in its Third Edition this unique and highly esteemed text goes from strength to strength continuing to offer seamless coverage of the essential topics of organizational behaviour a realist s guide to management capturing the complex life of organizations the paradoxical emotional insecure self confident responsible irresponsible and delivers the key themes and debates in an accessible way interactive instructive and fun learning aids and features both in the text and on the Companion Website an attractive easily navigable full colour text design a guide to further reading including hand selected journal articles many of which are available on the Companion Website As well as cutting edge content and features the Third Edition now includes clearer more concise exposition of all you need to know about organizations expanded coverage of public sector informal and non profit organizations additional discussion of international cultures revised case studies to cater for readers across the world at all levels of knowledge and experience a revisited Companion Website with longer case studies Over the last seven years more and more students and tutors have been won over by Managing and Organizations coverage wisdom and insight and this new edition is a yet more essential guide to negotiating and understanding the bustling and complex life of organizations Visit the Companion Website at [www.sagepub.co.uk/managingandorganizations3](http://www.sagepub.co.uk/managingandorganizations3) To watch Tyrone Pitsis talk about the new edition of Managing and Organizations click here

*An Introduction to Human Resource Management* Nick Wilton, 2010-09-15 This exciting new introductory text in human resource management moves beyond a prescriptive approach to provide a holistic overview of the role of HRM in its contemporary context Acknowledging and reflecting upon key trends in HRM the labour market and the broader economy the author offers critical discussion of the theoretical and practical issues surrounding HRM Includes accessible learning features to help you best explore the material including research ethics and international insight boxes chapter summaries and objectives self test questions recommended reading end of chapter case studies An accompanying companion website [www.sagepub.co.uk/wilton](http://www.sagepub.co.uk/wilton) provides you with full text journal articles extended case studies weblinks and a glossary The website also provides an instructor s manual

PowerPoint slides and a multiple choice test bank for lecturers This book is essential reading for undergraduate postgraduate and MBA students as well as those studying for their CIPD qualifications Nick Wilton is Senior Lecturer in HRM at Bristol Business School at the University of the West of England Well researched well written and is clearly signposted and structured for the reader The learning objectives at the outset of every chapter act as a clear guide for each topic explored Additional references and further reading are also offered to the student seeking deeper knowledge Case studies throughout the book bring the HRM theories to life and demonstrably link these with practice Wilton s book is an extremely useful core text for students of HRM and a welcome addition to HRM resources Denise Bagley Principal Lecturer in Human Resource Management London South Bank University

**Managing Knowledge** Stephen Little,Tim Ray,2012-06-21 Knowledge management is crucial to organizational learning innovation and success within organizations The Second Edition of the successful knowledge management reader provides a core source of key theoretical thinkers in the field and presents the most up to date leading edge articles that explore emerging trends A comprehensive introduction places these readings in context and draws together key strands across the field The new reader includes new and revised chapters as well as newly authored material to provide students with a current resource that enables the study of knowledge management from a variety of perspectives Theoretical work and engaging case studies place knowledge management in the context of an emerging global economy

**The Strategic Management of Intellectual Capital and Organizational Knowledge** Chun Wei Choo,Nick Bontis,2002-04-04 Increasingly the challenge of management is to create and supply knowledge in order to sustain organizational performance However few books on management strategy have been written using this concept as a foundation This unique volume adopts a knowledge based approach that will complement and perhaps supplant other perspectives Editors Nick Bontis and Chun Wei Choo look at the literature through the lens of strategic management and from the vantage point of organizational science The thirty readings have been carefully selected and commissioned to provide the best literature available from articles newly written for this book and from existing publications

**ECKM2007-Proceedings of the 8th European Conference on Knowledge Management** Dan Remenyi,2007

**The New Knowledge Workers** Dariusz Jemielniak,2012-01-01 The knowledge worker is a welcome addition to the ethnographic investigation of high tech work The author s thoughtful comparative approach contrasting the oft studied American knowledge workers with their less familiar Polish counterparts offers a refreshing take on the post industrial workplace and demonstrates once again the profound changes that high tech work has made in the nature of work the worker and the workplace far beyond Silicon Valley Gideon Kunda Tel Aviv University Israel The body of research addressing knowledge intensive and creative work is massive and is quickly growing but Dariusz Jemielniak manages to bring some new issues and perspectives to the table in his carefully designed study of the Polish and American computer programming community making concepts such as time trust and motivation constitutive elements of contemporary knowledge work Being

able to bring together ethnographic research and organization theory and social science more broadly The New Knowledge Workers is a significant contribution to the understanding of contemporary working life in the so called knowledge society Alexander Styhre University of Gothenburg Sweden Jemielniak s book combines detailed comparative ethnographic observations with organizational analysis to highlight how little we actually know about the operations of knowledge intensive organizations Arguing that ancient commonplaces about a greener more egalitarian post Taylorist future rely on ignoring real time observations of real people in context Jemielniak s portrait of the knowledge society of the 21st century shows it to be more like the Fordist society of the 20th century than the utopia so many futurists choose to imagine His book tells us it is time to begin observing again if we wish to know rather than believe what the future holds for us Davydd J Greenwood Cornell University US This critical ethnographic study of knowledge workers and knowledge intensive organization workplaces focuses on the issues of timing and schedules the perception of formality and trust and distrust in software development as well as motivation and occupational identity among software engineers The book is a cross cultural comparative study of American and European high tech workplaces that addresses the issues currently of interest to both Academia and to practice and provides a rare international comparison of organizations from both sides of the Atlantic Its conclusions shed new light on the problems typical for software projects The book specifically focuses on and gives voice to the perspectives of knowledge workers rather than managers and will thus be useful to not only scholars and human resource managers from software companies but also to high tech professionals Scholars and professionals in organization studies management HRM innovation and knowledge management will find this book engaging and enlightening

**Managing Knowledge in the Construction Industry** Alexander Styhre, 2009-05-07 Knowledge management presents a new way of understanding organizations and companies and is especially suited to sophisticated and highly technical firms and operations such as those in the construction industry This new book draws on hard data from three separate research programs in Sweden and shows how the concept of knowledge can make sense in the construction industry an industry which can be viewed in essence as being engaged in the material transformation of nature into buildings In particular it explores and examines three different businesses a medium sized construction firm Wing rdh Architecture Sweden s most prestigious architecture firm and BESAB a specialist concrete injection firm working on underground construction An emerging theme is the situational and context bound nature of knowledge in the construction industry thus showing knowledge to be a remarkably heterogeneous concept A range of readers should find the book useful from students and construction managers through to researchers

Contemporary Global Issues in Human Resource Management Mehmet Ali Turkmenoglu, Berat Cicek, 2020-11-18 Focusing on current workplace issues and employee and employer expectations of Human Resource Management in a rapidly changing business environment this book examines current trends of HR practices and expands on current literature

**Knowledge Management Handbook** Jay Liebowitz, 1999-02-25 Many

organizations are now realizing that their competitive edge lies mostly in the brainpower the intellectual capital of their employees and management To stay ahead of the pack companies must leverage their knowledge internally and externally But it is not enough to develop lessons learned databases Experts now believe the current savior of organizations is knowledge management the conceptualization review consolidation and action phases of creating securing combining coordinating and retrieving knowledge in short the process of creating value from an organization s intangible assets Jay Liebowitz one of the leading knowledge management and expert systems authorities in the world brings together over thirty articles contributed by the top researchers and practitioners to produce what seems destined to become the key reference for this emerging field With it you will find How to create a knowledge sharing environment How senior executives can show tangible benefits using methods that value the intellectual capital especially the human capital within the organization How knowledge management is not the same as information management How senior management commitment and involvement are essential to the success of a knowledge management system *Handbook of Research on Knowledge-Intensive Organizations* Jemielniak, Dariusz,Kociatkiewicz, Jerzy,2009-03-31 Provides an international collection of studies on knowledge intensive organizations with insight into organizational realities as varied as universities consulting agencies corporations and high tech start ups **Knowledge Management Innovations for Interdisciplinary Education: Organizational Applications** Buckley, Sheryl,Jakovljevic, Maria,2012-08-31 This book is a detailed resource on knowledge management and innovations that has been written and edited to provide flexibility and in depth knowledge management innovations strategies and practices Provided by publisher **Skills, Training and Human Resource Development** Irena Grugulis,2006-11-22 Taking a critical perspective Skill Training and Human Resource Development focuses on the way people are developed at work the skills that are encouraged the way they are controlled and the implications they have for people It draws on a wide range of research and covers an array of organizational practices ECKM 2015 Proceedings of the 16th European Conference on Knowledge Management Juan Gabriel Cegarra,2012 **ECKM 2012-Proceedings of the 13th European Conference on Knowledge Management** Juan Gabriel Cegarra,2012 **New Research on Knowledge Management Models and Methods** Huei Tse Hou,2012-03-23 Due to the development of mobile and Web 2 0 technology knowledge transfer storage and retrieval have become much more rapid In recent years there have been more and more new and interesting findings in the research field of knowledge management This book aims to introduce readers to the recent research topics it is titled New Research on Knowledge Management Models and Methods and includes 19 chapters Its focus is on the exploration of methods and models covering the innovations of all knowledge management models and methods as well as deeper discussion It is expected that this book provides relevant information about new research trends in comprehensive and novel knowledge management studies and that it serves as an important resource for researchers teachers and students and for the development of practices in the knowledge management field

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