Universities as Learning Organizations in the Knowledge Economy

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Summary/Abstract: Through the present paper, we want to emphasize a set of managerial strategies to be applied in order to improve the operational functioning of a university up to the status of a learning organization. The objectives of this research paper are first to present several different perspectives about the concept of a ‘learning organization’; second to substantiate the (still) fuzzy paradigm of universities as learning organizations both from a scientific and pragmatic perspective; and third to argue a set of strategies to be applied for the transformation into a ‘learning organization’. The relevance of the research theme is evidenced by the interest manifested by the academic community towards the issues that universities (as Higher Education Institutions) are confronting with especially during the last decades. This fact is reflected by the great number of publications in specialized journals and participation to thematic conferences and debates. The first section presents various perspectives on learning organization and organizational learning. The second section is focusing on universities as learning organizations aiming at continuous adaptation to the changing external
The third section of the paper presents the most relevant strategies of the learning organization for the academic context and provides the necessary argumentation for universities to develop as a learning organization.
learning organization began to take shape at the same time with acknowledgment of organizational learning importance. The reference model in terms of the learning organization is the one of Senge (1990) but so far have been highlighted other significant approaches. Regardless of how it is defined, this type of organization is always able to foresee, innovate and find more effective means to achieve its objectives. A Primer on the Knowledge Economy Those innovation systems consist of the flows and relationships which exist among industry, government and academia in the development of science and technology. And the interactions within these systems influence the innovative performance of firms and ultimately of the economy. The ‘knowledge distribution power’ of the system, or its capability to ensure timely access by innovators to relevant stocks of knowledge, is therefore a major determinant of prosperity. Global competition and production A consequence of deregulation and advances in communicat The first section presents various perspectives on learning organization and organizational learning. The second section is focusing on universities as learning organizations aiming at continuous adaptation to the changing external business environment. Gabriela PRELIPCEAN & Ruxandra BEJINARU, 2016. "Universities as Learning Organizations in the Knowledge Economy," Management Dynamics in the Knowledge Economy Journal, College of Management, National University of Political Studies and Public Administration, vol. 4(4), pages 469-492, December. Handle: RePEc:nup:jrmdke:v:4:y:2016:i:4:p:469-492. as.