

# Information Technology and Organizational Learning

Managing Behavioral Change through Technology and Education

Second Edition

Arthur M. Langer



CRC Press  
Taylor & Francis Group

# Information Technology And Organizational Learning Managing Behavioral Change Through Technology And Education

**Fahri Özsungur**



## **Information Technology And Organizational Learning Managing Behavioral Change Through Technology And Education:**

*Information Technology and Organizational Learning* Arthur M. Langer, 2017-10-17 Focusing on the critical role IT plays in organizational development the book shows how to employ action learning to improve the competitiveness of an organization Defining the current IT problem from an operational and strategic perspective it presents a collection of case studies that illustrate key learning issues It details a dynamic model for effective IT management through adaptive learning techniques supplying proven educational theories and practices to foster the required changes in your staff It examines existing organizational learning theories and the historical problems that occurred with companies that have used them as well as those that have failed to use them

**Information Technology and Organizational Learning** Arthur M. Langer, 2010-11-10 Since the publication of the groundbreaking first edition the increasing rate of change in today's business landscape has amplified the value of information technology IT in driving adaptive responses Focusing on the critical role IT plays in organizational development *Information Technology and Organizational Learning Managing Behavioral Change through Technology and Education* shows how to employ action learning to improve the competitiveness of your organization Defining the current IT problem from an operational and strategic perspective the book presents a collection of case studies that illustrate key learning issues It details a dynamic model for effective IT management through adaptive learning techniques supplying proven educational theories and practices to foster the required changes in your staff It examines existing organizational learning theories and the historical problems that have occurred with companies that have used them as well as those that have failed to use them Here's a sample of what's new in this edition A new chapter on Virtual Teams and Outsourcing Updated case studies that cover noteworthy developments since the publication of the previous edition New material on infrastructure improvements and social networking as an improved method for team building Up to date coverage of virtual mentoring and how to better manage at the micro level across departments and the organization Seamlessly integrating IT and business issues the text devotes a chapter to case studies including a comprehensive case study that spans eight years of the author's research This complete resource also highlights valuable best practices to supply the understanding needed to transform your company into a more competitive and technically proficient organization

**Information Technology and Organizational Learning** Arthur M. Langer, 2017-10-17 Focusing on the critical role IT plays in organizational development the book shows how to employ action learning to improve the competitiveness of an organization Defining the current IT problem from an operational and strategic perspective it presents a collection of case studies that illustrate key learning issues It details a dynamic model for effective IT management through adaptive learning techniques supplying proven educational theories and practices to foster the required changes in your staff It examines existing organizational learning theories and the historical problems that occurred with companies that have used them as

well as those that have failed to use them      **IT and Organizational Learning** Arthur M. Langer, 2004-10-27 This book is designed to help business and individual managers understand and cope with the many issues involved in developing learning organizations and integrating an important component their IT organizations The book provides a combination of research case studies and existing theories on organizational learning in the workplace to provide researchers and corporate practitioners tools to incorporate a growing information technology infrastructure with their existing workforce culture

**Information Technology and Organizational Learning** Arthur M. author Langer, 2023      **Information Technology and Organizational Learning** Arthur M. Langer, 2023-11-16 Because digital and information technology IT has become a more significant part of strategic advantage and workplace operations information systems personnel have become key to the success of corporate enterprises particularly with the pursuit of becoming more digital This book focuses on the vital role that technology must play in the course of organizational development and learning and on the growing need to integrate technology particularly digital technology fully into the culture of all organizations Fundamentally this fourth edition takes an even stronger position than the previous editions that organizational learning is crucial to the success of what has been coined digital transformation Companies are struggling to understand what it means to be digital Their technology personnel go far beyond the traditional IT staff into areas such as artificial intelligence AI machine learning ML and natural language processing NL These three functions now fall under the auspices of data science which is now at the center of allowing companies to become more data dominant as is necessary for survival While traditional IT personnel have long been criticized for their inability to function as part of the business they are now vital to assist in the leadership of digital transformation It could be a costly error to underestimate the technical skills needed by IT staff to ensure successful digital transformation In fact subsequent chapters will highlight the technical challenges needed to build new architectures based on 5G blockchain cloud computing and eventually quantum processing The challenge then is to integrate business and technical IT staff via cultural assimilation and to strategically integrate advanced computing architectures This fourth edition includes new topics such as the future of work that addresses the challenges of assimilating multiple generations of employees and how to establish working cultures that are more resilient and adaptive and can be configured as a platform driven by data assets

**Strategic Information Technology** Arthur M. Langer, Lyle Yorks, 2018-09-05 Successfully navigate the changing face of the CIO role Strategic Information Technology offers CIOs a handbook for engaging with the senior management conversations surrounding strategy The CIO role is currently undergoing a massive transition from technology focused expert to a more strategic mindset and this book provides proven methods for taking your seat at the table Lessons from high performing CIOs and a wealth of leading edge insight provide invaluable guidance for positioning technology as a strategic driver across the business while a focus on building the necessary connections for example an alliance between IT and HR provide a multimodal approach to navigating the transition The evolution of the CIO s role

involves more than simply technical knowledge the new CIO must be an influencer an engager and just as adept at the soft skills that become increasingly crucial as you climb the management ladder It s about changing mindsets translating hard skills into strategic advantages and demonstrating IT s value to the strategic decision making process This book provides best practices illustrative examples and up to date perspective for CIOs wanting to Position IT as a critical driver of overall strategy Build on functional expertise with strategic insight Learn from the stories of successful tech to strategy transformations Engage C Suite peers in shaping the strategic conversation Not long ago the CIO occupied a unique place in the C Suite Executive by title CIOs have nevertheless been seen as predominantly the chief tech expert with little input into strategy as IT has historically been regarded as a tool rather than a source of competitive advantage The truth is becoming increasingly apparent with companies around the world turning to technology in order to gain a competitive edge and CIOs are beginning to claim their place in strategy discussions Strategic Information Technology offers much needed guidance for a successful transformation

### **Encyclopedia of Organizational Knowledge, Administration, and Technology**

Khosrow-Pour D.B.A., Mehdi,2020-09-29 For any organization to be successful it must operate in such a manner that knowledge and information human resources and technology are continually taken into consideration and managed effectively Business concepts are always present regardless of the field or industry in education government healthcare not for profit engineering hospitality tourism among others Maintaining organizational awareness and a strategic frame of mind is critical to meeting goals gaining competitive advantage and ultimately ensuring sustainability The Encyclopedia of Organizational Knowledge Administration and Technology is an inaugural five volume publication that offers 193 completely new and previously unpublished articles authored by leading experts on the latest concepts issues challenges innovations and opportunities covering all aspects of modern organizations Moreover it is comprised of content that highlights major breakthroughs discoveries and authoritative research results as they pertain to all aspects of organizational growth and development including methodologies that can help companies thrive and analytical tools that assess an organization s internal health and performance Insights are offered in key topics such as organizational structure strategic leadership information technology management and business analytics among others The knowledge compiled in this publication is designed for entrepreneurs managers executives investors economic analysts computer engineers software programmers human resource departments and other industry professionals seeking to understand the latest tools to emerge from this field and who are looking to incorporate them in their practice Additionally academicians researchers and students in fields that include but are not limited to business management science organizational development entrepreneurship sociology corporate psychology computer science and information technology will benefit from the research compiled within this publication

Strategic IT Arthur M. Langer,Lyle Yorks,2013-03-20 Solid guidance for CIOs on integration of technology into business models Strategic IT Best Practices for IT Managers and Executives is an exciting new book focused on the

transition currently taking place in the CIO role which involves developing a capacity for thinking strategically and effectively engaging peers in the senior executive team This involves changing both theirs and often their colleagues mindsets about technology and their role in the organization Straightforward and clear this book fills the need for understanding the learning processes that have shaped the strategic mindsets of technology executives who have successfully made the transition from a technology focused expert mindset to a strategic orientation that adds value to the business Defines strategy advocacy as a process through which technology leaders in organizations build on their functional expertise Focuses on the shift in mindset necessary for technology executives to establish a seat at the table in the C suite as a respected strategic colleague Includes stories of high performing CIOs and how they learned successful strategies for getting technology positioned as a strategic driver across the business Written by Art Langer and Lyle Yorks recognized authorities in the areas of technology management and leadership Strategic IT Best Practices for IT Managers and Executives includes anecdotes from CIOs at companies including BP Prudential Covance Guardian Merck and others

**Developing a Path to Data Dominance** Arthur Langer,Arka Mukherjee,2023-04-25 Most existing companies struggle currently because they lack the tools and strategies to move product departments into independent platforms that can be retrofitted to form dynamic new products based on consumer demands This book provides managers and professionals with the necessary approaches for designing software and hardware architectures to support data platform organizations Specifically it demonstrates how to automate the decomposition of existing platforms into smaller parts that can be reused to form new variations This task requires significant analysis and design methodologies and procedures to create an infrastructure based on data as opposed to products These new knowledge bases allow data centric professionals to pursue actions that can better predict and respond to the unexpected Featuring case examples from companies such as Lego FedEx General Electric GE Pfizer P entrepreneurs of digital platform companies and senior software engineers that need to design Internet of Things IoT devices and integrate them with block chain and multi cloud architectures In addition this book is also useful for graduate level coursework in data science

**Analysis and Design of Next-Generation Software Architectures** Arthur M. Langer,2025-05-15 The 2nd edition will add a major chapter on Generative AI in Software Architecture This chapter will provide a comprehensive background in generative models its impact on software design evolution of new analysis methodologies and the overall impact of the Systems Development Life Cycle SDLC The new edition will also have new sections relating to Generative AI in Cybersecurity analysis and design including proactive threat detection ethical issues regarding privacy and generative AI workflows Charlotte AI Other updates include Legacy System interfaces with Generative AI new impacts on project management and Platform design architecture The 2nd edition will have a number of editing changes and corrections as well as about 30 pages net of some eliminations of outdated content

**Digital Leadership** Ahmad M. Salih,2024-02-13 In the evolving landscape of leadership factors from both environmental and cultural dimensions

play a crucial role In the contemporary era of digitalisation and globalisation the impact on leadership has expanded significantly This places greater pressure on leaders to succeed The integration of technology and knowledge management adds complexity demanding not only effectiveness but also cultural adaptability for navigating digital organisational changes Effective leadership prerequisites endure regardless of technological influence Amid the push for digital leadership in modern organisations it s essential to acknowledge the complexity of defining and analysing leadership This treatise emphasises adaptability and intelligence as foundational for digital leaders and followers Organisational ambidexterity underscores the simultaneous need for digital alignment and adaptability in effective leadership This book emphasises followership s natural evolution in individual growth It delves into the intricate interplay between leadership and followership within the globalised digital context Core to the narrative is the intelligently learning organization a concept explored throughout and conclusively in Chapter 7 While technological prowess benefits leaders it s vital to recognise its limitations in achieving organisational growth The text highlights digital dexterity a concept evaluating internal capacities for embracing digital trajectories This nascent concept is vital for modern digital leaders to embody

#### **Guide to Software Development**

Arthur M. Langer,2016-10-04 This book presents a guide to navigating the complicated issues of quality and process improvement in enterprise software implementation and the effect these have on the software development life cycle SDLC Offering an integrated approach that includes important management and decision practices the text explains how to create successful automated solutions that fit user and customer needs by mixing different SDLC methodologies With an emphasis on the realities of practice the book offers essential advice on defining business requirements and managing change This revised and expanded second edition includes new content on such areas as cybersecurity big data and digital transformation Features presents examples case studies and chapter ending problems and exercises concentrates on the skills needed to distinguish successful software implementations considers the political and cultural realities in organizations suggests many alternatives for how to manage and model a system

#### **Transforming IT Culture**

Frank Wander,2013-02-26 Practical proven guidance for transforming the culture of any IT department As more and more jobs are outsourced and the economy continues to struggle people are looking for an alternative to the greed driven selfish leadership that has resulted in corporations where the workers are treated as interchangeable parts This book shows how the human factors can be used to unlock higher returns on human capital such that workers are no longer interchangeable parts but assets that are cared about and grown Refreshingly innovative Transforming IT Culture shows how neuroscientific and psychological research can be applied in the IT workplace to unleash a vast pool of untapped potential Written by an expert on IT culture transformation Considers the widespread cultural blindness in business today and how it can be addressed Draws on the author s repeated success transforming IT divisions across major corporations by applying the human factors Explains why social intelligence human factors and collaboration are the source of harmony shared learning mutual respect and value creation Employees

want positive change in business something to stop the downward spiral we are on both financially and emotionally Transforming IT Culture shows how the essential ingredient to any high performing IT department is a culture where employees are valued and managed to their strengths Using the Information Technology profession as a lens through which we can understand knowledge worker productivity and how to seriously improve it this important new book reveals why Collaborative Social Systems are essential to every organization

**Emerging Technologies in Data Mining and Information Security** Paramartha Dutta, Abhishek Bhattacharya, Soumi Dutta, Wen-Cheng Lai, 2022-09-29 This book features research papers presented at the International Conference on Emerging Technologies in Data Mining and Information Security IEMIS 2022 held at Institute of Engineering Management Kolkata India during February 23-25 2022 The book is organized in three volumes and includes high quality research work by academicians and industrial experts in the field of computing and communication including full length papers research in progress papers and case studies related to all the areas of data mining machine learning Internet of Things IoT and information security

*Conflict Management in Digital Business* Fahri Özsungur, 2022-09-15 Providing readers with a unique guide of how businesses can achieve resilience to digital conflict Conflict Management in Digital Business helps prepare for unexpected situations such as pandemics to maintain competitive advantage and illuminating pathways to turn conflicts caused by extraordinary situations into opportunities

Transformational HRM Practices for Hong Kong Anna P. Y. Tsui, Wilfred K. P. Wong, 2020-10-20 Focusing on the latest management trends Transformational HRM Practices for Hong Kong provides HR professionals with a comprehensive and accessible guide to human resource management in Hong Kong Written by a leading team of HR professionals psychologists legal experts and academics the book provides up to date coverage of current practices laws and procedures as well as guidance on the professional skills required to operate successfully in the region Suitable for practitioners and students alike the book contains authentic cases studies for local context and sets out the latest strategies for talent acquisition assessment performance and reward It provides essential coverage of organizational change management recent technological advancements in the field and outlines the development of Hong Kong's employment laws and their likely implications for professionals In one volume this book provides the key information guidance and context HR professionals require to be successful in Hong Kong's fast changing business environment This book is the product of the collective wisdom of a team of well qualified and experienced contributors It successfully integrates both theory and practice with a lot of real life cases and examples It provides a valuable and up to date tool to support teachers students and practitioners in the new HR era Irene Chow Professor and Head Department of Management Hang Seng University of Hong Kong This is a timely and accessible collection on the HRM development in Hong Kong for business managers and aspiring HRM students It explains succinctly the fundamental and drastic changes in the traditional HR sector in Hong Kong Reading this book makes me realize how much HRM has been transformed since the internet era Steven Lui Associate Professor



School of Management UNSW Business School UNSW Sydney Each chapter of this book marks a specific HR topic with comprehensive deliberations on the transformation It integrates both empirical studies as well as discussions of evolving HR practices A unique reference that helps readers apprehend the drastic challenges in HR management from traditional to digital David Li F I H R M HK Director Human Resources New Beta Innovation Limited President Hong Kong Institute of Human Resource Management HKIHRM 2014 2018 The role of human resources management has been evolving over the years This book focuses on contemporary HR topics within the Hong Kong context It provides the reader with invaluable insights from seasoned practitioners consultants and well respected academics I would recommend this book to HR professionals line managers and aspiring HR students Margaret Cheng F I H R M HK Human Resources Director MTR Corporation Limited President Hong Kong Institute of Human Resource Management HKIHRM 2018 present Chairperson People Management Committee Hong Kong Management Association HKMA

*Adaptation, Resistance and Access to Instructional Technologies: Assessing Future Trends In Education* D'Agustino, Steven, 2010-09-30 This book captures the current trends in technology integration from PreK 12 to higher education focusing on the various constituent groups namely students teachers and communities in education and the effects of educational technology on learning and empowerment Provided by publisher

**Managing Information Technology in a Global Economy** Information Resources Management Association. International Conference, 2001 Today opportunities and challenges of available technology can be utilized as strategic and tactical resources for your organization Conversely failure to be current on the latest trends and issues of IT can lead to ineffective and inefficient management of IT resources Managing Information Technology in a Global Economy is a valuable collection of papers that presents IT management perspectives from professionals around the world The papers introduce new ideas refine old ones and possess interesting scenarios to help the reader develop company sensitive management strategies

**International Encyclopedia of Business Management** , 2025-09-01 The Encyclopedia of Business Management Four Volume Set is a comprehensive resource that covers over 200 topics across various areas of business management Each entry is written in an accessible manner making complex concepts easy to understand The encyclopedia addresses interdisciplinary subjects such as cultural entrepreneurship tourism innovation and marketing promotions By emphasizing definitions and practical applications the entries help readers grasp the relevance of each topic Expert editors lead each section ensuring that the contributions are authoritative and well rounded The encyclopedia is divided into seven broad themes including business entrepreneurship human resource management innovation management international business organizational behavior project management supply chain management and sport and tourism management Each section s articles begin with a technical analysis of key definitional issues followed by an exploration of the topic s broader context This structured approach provides a holistic examination of the subjects allowing readers to gain a comprehensive understanding of vital business management concepts Provides a comprehensive overview of the main

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