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Autore	Eberl Maximilian
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Sommario/riassunto	Using an experimental approach, Maximilian Eberl evaluates the role of implicit learning (CBM/AAT) for the modification of organizational routines. Taking a vertical perspective on the (collective) entities in organizations shows an increasing role of impulsive processes the lower the level gets. The horizontal perspective demonstrates the potential of implicit learning for the replication of routines. Finally, the time perspective highlights the contributions of implicit learning strategies for change in and of routines, as well as the contributions of implicit learning to deal with the path-dependence of routines. Contents Organizational Routines Replication Organizational Change and Learning Dual Process Theory Implicit Learning Approach-Avoidance Task Training (AAT) Target Groups Researchers and students

in the fields of organizational theory, evolutionary economics, and experimental psychology. Practitioners in the areas of knowledge management, human resources development, and learning & development. The Author Dr. Maximilian Eberl did his doctorate under the supervision of Prof. Dr. Stephan Kaiser at the chair for Human Resources & Organization at the Bundeswehr University Munich. He began his career as an officer at the German Air Force and is currently working as a knowledge manager in an internationally operating logistics enterprise, being responsible for knowledge, digitalization, and transformation topics.
