

1. Record Nr.	UNINA9910458249903321
Titolo	A focused issue on identifying, building, and linking competences [[electronic resource] /] / edited by Ron Sanchez, Aime Heene
Pubbl/distr/stampa	Bingley, : Emerald, c2010
ISBN	1-282-61324-3 9786612613241 1-84950-991-3
Descrizione fisica	1 online resource (270 p.)
Collana	Research in competence-based management ; ; v. 5
Altri autori (Persone)	HeeneAime SanchezRon
Disciplina	658.3 658.401
Soggetti	Core competencies Organizational effectiveness Organizational learning Electronic books.
Lingua di pubblicazione	Inglese
Formato	Materiale a stampa
Livello bibliografico	Monografia
Note generali	Description based upon print version of record.
Nota di bibliografia	Includes bibliographical references.
Nota di contenuto	A Focused Issue on Identifying, Building, and Linking Competences; Copyright page; Contents; List of contributors; Introduction: identifying, building, and linking competences; Part I: Identifying, building, and linking competences; Part II: The intellectual structure of the competence-based perspective; Part I: Identifying, Building, and Linking Competences; Chapter 1. Competences, instinctive competences, and core competences; Introduction; Background; Research Design; Distinctive competences and competence outcomes; Distinctive competences as a distinctive pattern of competences The nature of a core competence (and core distinctive competence) Issues in sustaining core distinctive competences; Concluding discussion; The research in context; Future research quest; References; Appendix; Chapter 2. Managing the interaction of exploration and exploitation: Ambidexterity as a high-order dynamic capability; Introduction; Theoretical perspectives; Discussion; Further research; Conclusion; References; Chapter 3. The factors affecting the

relationship between strategic options and the competence building process: an empirical examination; Introduction; Literature review Hypotheses Methodology; Conclusion; References; Chapter 4. The co-evolution of alliances and industries: How industry transformation influences alliance formation and vice versa; Introduction; Literature review; Research design and methods; Results; Summary and outlook; References; Chapter 5. The role of distributed competences for standard-setting communities: the case of industrial automation; 1. Introduction; 2. The industry's knowledge landscape; 3. The cases of PROFIBUS and IO-link; 4. The emergence and control of competence-distribution patterns; 5. Conclusions; Notes; References
APPENDIX A. Patent sample (years 1995-2005) APPENDIX B. IPC analysis for PROFIBUS and IO-Link; data tables; APPENDIX B. Suggested keywords for future analyses; Chapter 6. Challenges for differentiators combining modularization and competence renewal; Introduction; Challenges from modularization using the example of the automotive industry; Research status; Empirical analysis; Outlook; Acknowledgments; References; APPENDIX. development, testing, and implementation of the content analysis; Chapter 7. Recursive advancement of competence-based business management and its conceptual modeling
1. Introduction 2. Choice of the theoretical bases for the system design task; 3. Three recursive systems for advancing the competence-based business management and its conceptual modeling; 4. Conclusions on the recursive advancement of competence-based business-management models; References; Chapter 8. An expanded view of "management processes" in the systems view of organizations; 1. The competence-based approach; 2. Management processes in the organization as an open system: marketing, strategy, and organization; 3. The marketing process; 4. The strategy process; 5. Organization
6. Conclusion

Sommario/riassunto

The papers in this volume explore key challenges in identifying, building, and linking competences within and between organizations.
