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Sommario/riassunto	Workplace learning and organizational learning as areas of inquiry stem from different and still quite separate disciplinary backgrounds and commitments. Workplace learning has largely emerged as an extension of educational research stepping beyond the confines of schools and other institutions of formal learning. The commitment of studies of workplace learning is commonly pedagogical: improvement of conditions and practices of learning and instruction in work settings. Organizational learning emerged as a sub-field of organization and management studies, trying to find explanatory mechanisms