

Database

Entry Date	2023-07-10
Source	Simon HA. Bounded rationality and organizational learning. Organization science. 1991;2(1):125-134.
Link	Link
Source Type	Review /Overview
Domain	Groups
Subdomain1	Organisations
Subdomain2	Learning
Key Points	A very readable essay by a polymath and Nobel prize winner on how organisations do or don't learn what they need to know. One of the most interesting and intriguing sections refers to Bavelas networks - studies of how groups communicate when configured in different ways and how one study purportedly shows that once particular patterns of using centralized or peripheral communications routines are established they persist despite complete changes of all staff involved. This is probably why some organizational cultures can be so hard to change.
Citns	5,815