



Handbook of Research on the Learning Organization: Adaptation and Context (Research Handbooks in Business and Management series)

Anders Ortenblad

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'Örtenblad offers a contingency framework differentiating the idea of the learning organization as portrayed in research and practice to shed light on context as key to the idea's relevance. The contingency framework anchors chapter authors' interrogation into adaptation of enduring, underlying principles by divergent context-in industry, sector, national culture, religious orientation, and philosophical underpinnings. Readers will value analysis and synthesis of what is known from research as well as informed probing of what could be learned through the lens of provocative viewpoints. Scholars will appreciate Örtenblad's assessment of extant research and arguments made for 'researcher-assisted adaptation' to balance rigid prescriptions with informed guidance in navigating contextual differences when deciding to enact the learning organization.'

- Victoria J. Marsick, Columbia University

This timely *Handbook* establishes the contextualization of the learning organization idea as a research field.

In contrast to much of the previous literature, which has approached the learning organization as a panacea that every organization could and should adopt, this major new *Handbook* puts the learning organization into context. It examines the relevance of the learning organization idea to organizations in various specific contexts, employing examples from a wide variety of cultures including China and Islamic nations, and from industries as diverse as the police force, care services for the elderly and family firms.

Scholars and students with an interest in organizational learning will find this important *Handbook* enriching. Human resource practitioners will also find plenty of invaluable information in this resource.

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