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organizational dynamics” —Knowledge Management “[Schein] is, to use an overworked word, a guru, the recognized expert in the fi eld” —Inside Business EDGAR H SCHEIN is Sloan Fellows Professor of Management Emeritus at the Sloan School of Management at the Massachusetts Institute of Technology He is the author of

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Edgar H Schein MIT Sloan School of Management 1 Introduction In tackling this question, it is important to note at the outset that we have neither a very good understanding of the word organizational nor of the word learning We talk glibly about organizational learning without, for example, taking into account

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Toward a Theory of Organizational Socialization

Toward a Theory of Organizational Socialization John Van Maanen and Edgar H Schein Massachusetts Institute of Technology I Organizational Socialization Introduction Work organizations offer a person far more than merely a job Indeed, from the time individuals first enter a workplace to the time they leave their member-

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Schein has been a prolific researcher, writer, teacher, and consultant Besides his numerous articles in professional journals, he has authored fourteen books, including Organizational Psychology (third edition, 1980), Career Dynamics (1978), Organizational Culture and Leadership (1985, 1992), Process Consultation Vol 1 and Vol 2 xv

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ideology or organizational philosophy, which then serves as a guide to dealing with the uncertainty of intrinsically uncontrollable or difficult events If the beliefs and values that provide meaning and comfort to the group are not congruent with the beliefs and values ...

Organizational Culture & Leadership - Educational Impact

Defining Organizational Culture • culture is customs and rights • good managers must work from a more anthropological model • Each org has its own way and an outsider brings his/her baggage as observer Edgar H Schein; notes compiled by Ted Nellen

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