



How Control Fosters Learning

By Margret Stix

GRIN Verlag. Paperback. Condition: New. 192 pages. Dimensions: 8.2in. x 5.8in. x 0.7in. Doctoral Thesis Dissertation from the year 2010 in the subject Business economics - Business Management, Corporate Governance, grade: 2, Vienna University of Economics and Business (Institute for Strategic Management), course: Strategic Management, language: English, abstract: This dissertation brings together research on organizational control systems and research on organizational learning and organizational capabilities. In doing so, the question how control mechanisms and firm capabilities are associated with each other is examined. I acknowledge that organizational control mechanisms are organizational routines that can modify or leverage strategic capabilities of firms through the fostering of organizational learning. Analyzing the association of specific control strategies with specific organizational capabilities I argue that alternate configurations of organizational control systems differ in terms of their complementarity or fit to certain organizational capabilities and that competitive advantage can be gained when organizations achieve an appropriate match of both. My hypotheses are tested using data from a survey of 238 manufacturing firms in Austria and Germany. Diese Dissertation verknüpft die bestehende Literatur zu den Themen Steuerungsmechanismen, Organisationales Lernen und Kompetenzen von Unternehmen. Insbesondere wird die Fragen untersucht, wie Steuerungssysteme und organisationale Fähigkeiten zusammenhängen. Im Rahmen der...



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