

Contents

Foreword	xi
<i>Neal Schmitt</i>	
Preface	xv
The Contributors	xvii

Part One: Introduction

1	The Knowledge-Based Approach to Sustainable Competitive Advantage	3
	Angelo S. DeNisi, Michael A. Hitt, Susan E. Jackson	

Part Two: Work and Organizational Designs for Knowledge-Based Competition

2	Alternative Strategies for Acquiring Knowledge	37
	David L. Deeds	
3	Organizing for Knowledge-Based Competitiveness: About Pipelines and Rivers	64
	C. Marlene Fiol	
4	Designing Work for Knowledge-Based Competition	94
	Susan Albers Mohrman	

Part Three: Staffing Organizations for Knowledge-Based Competition

5	Managing the Human Resource Architecture for Knowledge-Based Competition	127
	David P. Lepak, Scott A. Snell	
6	Hiring for Knowledge-Based Competition	155
	Elaine D. Pulakos, David W. Dorsey, Walter C. Borman	

- 7 Contracting Talent for Knowledge-Based Competition 178**
 Alison Davis-Blake, Pamsy P. Hui

Part Four: Developing and Motivating Employees for Knowledge-Based Competition

- 8 Knowledge Management: Developing Intellectual and Social Capital 209**
 Raymond A. Noe, Jason A. Colquitt, Marcia J. Simmering, Sharon A. Alvarez
- 9 Stimulating and Supporting Creativity in Organizations 243**
 Greg R. Oldham
- 10 Reward Systems in Knowledge-Based Organizations 274**
 Edward E. Lawler III
- 11 Retaining Knowledge by Retaining Technical Professionals: Implications of the Unfolding Turnover Model and the Job Embeddedness Construct 303**
 Steven D. Maurer, Thomas W. Lee, Terence R. Mitchell

Part Five: Measuring Knowledge-Based Resources

- 12 Assessing the Culture and Climate for Organizational Learning 333**
 Lois E. Tetrick, Nancy Da Silva
- 13 Strategic Knowledge Measurement and Management 360**
 John W. Boudreau

Part Six: Conclusion

- 14 Managing Human Resources for Knowledge-Based Competition: New Research Directions 399**
 Susan E. Jackson, Michael A. Hitt, Angelo S. DeNisi
- Name Index 429
- Subject Index 443