



From individual learning to organisational learning in the construction industry

Dimitrios Kamsaris, Christos Nikolis

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Scientific Essay from the year 2009 in the subject Pedagogy - Job Education, Occupational Training, Further Education, , language: English, abstract: This paper examines the Human Resource Management theory and its application in meeting the future trends and challenges in the management of human resources in the construction industry.

The complexity of the construction industry affects consistently the internal and external environment of organisations enhancing them to struggle to become adaptable and efficient for absorbing new organisational knowledge. A research was undertaken in the construction industry. The primary data were collected through interviews and overt, non-participant observation. Eighteen top managers and supervisors, all engineers, participated in the interview sessions.



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