Learning Organisation
and the Process of Regionalisation

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Concepts like Taylorism, lean production and learning organisation draw attention to the point that work organisation can appear in different forms and it is generally recognised that different conditions tend to produce different forms. Still, there is a tendency to underplay how different these generative conditions are. In this article the issue of learning organisation is placed in focus, drawing upon experiences from Scandinavian workplace development programmes. These experiences indicate that learning organisation is not a question of job design but of a democratic social order characterised by open communication and mutual trust between all concerned. These characteristics are best made real in social environments characterised by pluralism combined with possibilities for interaction and the notion of “region” has come to the forefront in work organisation development.

Key words: Work organisation, learning organisation, learning region, action research, workplace development programme

Introduction

One of the issues that came on the agenda in the period of reconstruction after World War II was work organisation. The reasons were several, ranging from the pressure for productivity to a need to work out more participative and democratic forms of organisation on the level of society. The outcomes