


Unveiling the Triagonal Dynamics of Absorptive Capacity 4.0: A Theoretical Construct Reconceptualization

Chulatep Senivongse

 <https://orcid.org/0000-0001-9466-5289>

Bangkok University, Thailand

Alex Bennet

 <https://orcid.org/0000-0002-5610-4656>

Mountain Quest Institute, USA

ABSTRACT

This study delves into the intricate relationship between Absorptive Capacity, Organizational Learning, and the Learning Organization. It introduces Absorptive Capacity 4.0, a dynamic framework that traces an organization's evolution towards a comprehensive Learning Organization by redefining absorptive capacity to include value realization, multi-layered learning processes, and strategic adaptability. Emphasizing continuous adaptation, the research demonstrates how firms excel by adjusting their learning strategies to embrace technological advancements and market dynamics. Through empirical analysis and reconceptualization, it highlights the importance of a robust absorptive capacity framework for organizational competence, sustainable innovation, and competitive advantage. The study concludes a practical exploration using a case study of an SME, aligning its strategic adaptability with the Absorptive Capacity 4.0 model. It also suggests implications for future research and advocating for a shift towards a learning-centric organizational culture in various industries.

KEYWORDS

Absorptive Capacity, Competitive Advantage, Dynamic Capabilities, Innovation, Knowledge Integration, Learning Organization, Organizational Learning, Organizational Transformation, Triple-Loop Learning

In the rapidly evolving and highly competitive arena of modern business, maintaining agility, fostering innovation, and embracing continuous learning stand as formidable challenges for organizations. Emerging from these challenges are several interlinked ideas that shine a light on the processes organizations use to effectively capture, integrate, and apply knowledge. Leading these ideas are the principles of absorptive capacity, organizational learning, and the learning organization framework.

At the heart of these concepts is absorptive capacity, a key theoretical construct reflecting an organization's ability to recognize, assimilate, and exploit external knowledge in ways that boost innovation and performance. Developed by scholars like Cohen and Levinthal (1990) and others, this concept navigates the complex mechanisms that allow firms to absorb and embed new knowledge within their current systems and practices. Absorptive capacity is not merely an isolated notion; it serves as the foundational element upon which the edifice of organizational learning is built, allowing

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