A Meta-analysis of the Antecedents and Consequences of Targeted Organizational Forgetfulness

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Abstract

Background & Purpose: Today, the classical structures and approaches of organization and management have often lost their effectiveness in the face of increasing environmental changes, and organizations are forced to abandon and forget these traditional approaches. The purpose of this study is to identify the antecedents and consequences of purposeful organizational forgetfulness using a meta-analysis approach.

Methodology: The present study is developmental in terms of purpose and descriptive regarding method. The study population consists of scientific articles and master's theses in the field of targeted organizational forgetting from 2011 to 2020, from which 45 cases were entered through meta-analysis process with a non- random purposive sampling method. The selected studies were analyzed using CMA2 software. The reliability of the research includes the reliability of identification that was obtained through the agreement of the referees in selecting and categorizing the researches, the reliability of coding was achieved through the agreement of the referees on the use of specific concepts for coding variables, and the reliability of significant level and effect size was gained through an agreement in measuring the effect size between the two meta- analysts.

Findings: Findings suggested that the variables of information technology, organizational learning, knowledge management, organizational intelligence, transformational leadership and servant leadership have the highest impact factor among the antecedents, and variables of organizational change, staff empowerment, knowledge management, organizational learning, organizational agility and organizational performance have the highest impact factor among the consequences of targeted organizational forgetfulness.

Conclusion: By using the antecedents identified in the present study, organizations can take steps to break the dependence on their outdated habits, structure, knowledge and technology, and be ready to accept changes and new approaches in the field of organization.

Keywords: Targeted organizational forgetfulness, Organizational learning, Knowledge management, Organizational memory, Meta-analysis.

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