

Determinants of technological change: Strategy, organization and people from an adaptation-dynamic perspective

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Economic growth and welfare of societies over the last two centuries has mainly been the product of technological innovations. In this regard, understanding the nature of technological change, how it evolves and the consequences on organizations poses a significant challenge both for researchers and practitioners. This has been exacerbated due to the myriad of theories, frameworks and tools that have emerged over the past 20 years. The research presented here aims to reflect on the determinants of technological change and evaluate the consequences in terms of strategy, organization and people from an adaptation dynamic perspective. This dynamic approach means that behavior at different levels of the organization needs to be constantly oriented to rethink, renew, reconfigure and reconstruct both the elements related to its strategy as well as the organizational and people capacities that are part of the it in order to take advantage and integrate the opportunities provided by technological changes in the environment. In order to carry out this work we intend to rely on Action Research (AR) as a methodology to engage with professional associations and other groups of interest in order to orient the research question and provide not only theoretical content but practical knowledge that could potentially be implemented at company level.