

Competence destroying vs enhancing

[Business](#), [E-Commerce](#)



Competence enhancing/destroying in e-business al affiliation Competence enhancing/destroying Competence enhancing or destroying in e-business is the measure of the degree in which an innovation builds on the already existing competencies. The latter –competence destroying- is used to determine the degree to which it makes the already existing competencies in business absolute (Galbraith, 2014). These concepts are used to characterize an innovation in terms of how it is affecting the business normal operations.

Innovation is the process of coming up with new modes of operation or new ideas that can be used to improve the operations of a company or an organization. There are two types of innovations which are architectural innovation and generation innovations. Architectural innovation is characterized by fundamental changes in the linkages between existing subsystems in an organization. The modifications are made to ensure that the organization achieves its goals and objectives much faster with minimal expenditures. Generational innovations were involved with changes made to the already existing linked subsystems hence it is much broader.

Assessing the effects of an innovation to a business is very important since it will determine whether the organization will carry on with the innovation or stop it. At the same time it can be used to point out the weak points of the innovation so as to aid with the process of improving it. The level of competence enhancing and destroying are the major concepts used to determine the effect of an innovation. For instance, in e-business, can be assessed whether it is appropriate to the organization being on a number of factors. For instance, the innovation should cost effective in the sense that

there is minimal time spent and financial input towards achieving the organizations goals.

References

Galbraith, J. R. (2014). Organizational Design Challenges Resulting From Big Data. *Journal of Organization Design*, 3(1), 2-13.