THE STUDY OF THE DEGREE OF ONE OF THE IRANIAN GOVERMENTAL ORGANIZATION'S WITH CORRESPONDENCE CHARACTERISTICS OF A LEARNING ORGANIZATION

Sepideh Safaee
Iranian National Tax Administration
Tehran, IRAN
sepidehsafaee@gmail.com

Shahram Gholami
Islamic Azad University, Garmsar Branch
Garmsar, IRAN
shahram.gholami@ymail.com

Abstract

The present study has been carried out to recognize the degree of one of the Iranian governmental organization's[1] with correspondence characteristics of a Learning Organization based on the Marquardt's system model. For its purpose, the research is applied and for the data collection method, it is descriptive and survey. Statistical population of the research was the employees of the headquarters of under study organization which 149 persons were chosen as sample in a simple random manner. In order to collect data, the questionnaire "learning company profile" prepared by Marquardt, with0.96 as its reliability, is used. The data was analyzed by SPSS software. One-group t-test is used to compare the average of research sample characteristics based on the learning organization subsystems in Marquardt's system model with the desirable average of subsystems; the result showed that under study organization lacks the characteristics of a learning organization based on the Marquardt's system model.

Key Words: Organizational learning, learning dynamics, organizational reform, people enforcement, knowledge management.

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[1] - Because of private information of the under study organization, mention the name of the organization is avoided.