

DIMENSIONS OF A LEARNING ORGANIZATION

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Dimensions Of The Learning Organization

Anders Örtenblad



Dimensions Of The Learning Organization:

The Dimensions of the Learning Organization Questionnaire: Toward New Conceptual, Organizational and Contextual Boundaries Karen Watkins, Victoria Marsick, Anders Ortenblad, 2021 Dimensions of the Learning Organization as Determinants of Organizational Performance in Nonprofit Organizations Susan Kay McHargue, 1999 *The Dimensions of the Learning Organization as Performance Indicators in the Church* Gary W. Piercy, 2000 **Handbook of Research on the Learning Organization** Anders Örténblad, 2013-09-30 This timely Handbook establishes the contextualization of the learning organization idea as a research field *The Learning Organization Concept* Tarek El Kassar, 2020 Organizational learning is a principal tool in achieving long term survival and sustainable competitive advantage of an enterprise Organizational learning has become a tremendously important topic of interest in recent years There is considerable debate regarding the importance of organizational learning and its impact on the performance and competitive advantage of the organization The purpose of this research is to study to which extent the concepts of the learning organization are present in private companies in Dubai In this study we used a survey research design with the organization as the unit of analysis In the study we used a convenience sample of private companies based in the Emirate of Dubai UAE The target population was managers at all levels general management operations administration human resources marketing sales and technical head because they are well positioned to assess the organizations learning needs systems and philosophy and have an understanding of where the organization stands in relation to these issues The survey included demographic information about the firm and included the total number of employees In this study we obtained 155 N respondents in the final sample with complete data Measuring learning orientation has been framed in the literature by constructs described by Watkins and Marsick 1993 1999 Senge 1990 and Garvin 2000 Learning orientation was measured using the scale originally constructed and validated by Watkins and Marsick 1999 the Dimensions of the Learning Organization and Yang Watkins and Marsick 2004 The DLOQ consists of 55 questions to measure the correlation of seven learning organization dimensions and certain organizational characteristics regarding financial and knowledge performance Respondents were asked to indicate their perception of the degree to which their organization practices the described behaviors on a six point Likert type scale The data gathered from the survey was then organized in multiple ways for better analysis and entered into SPSS version 22 0 Based on the above findings we can reject the null Hypothesis that Dubai Private Companies do not embrace the Learning Organization Dimensions accept the alternative Thus we can conclude that Dubai Private Companies embrace to some extent the Learning Organization Dimensions described by Watkins and Marsick which we measured using the DLOQ Dimensions of the Learning Organization Questionnaire **The Learning Organization and Its Dimensions as Key Factors in Firm Performance** Deborah Davis, 2005 Handbook of Research on Organizational Culture Strategies for Effective Knowledge Management and Performance Tessier, Dana, 2021-06-25 Organizations are facing major disruptions in technology consumer

preferences and in the makeup of their workforce and as a result they will need to adapt to these rapidly changing times to stay effective Organizations that are able to tap into the collective knowledge of their employees and leverage their insights will have an advantage over those that lack this connectivity Implementing a knowledge management KM strategy can help organizations improve operational effectiveness innovation and adapt to changes but the majority of KM implementations fail due to misalignment with the organization s existing culture Organizational culture can enable effective KM or it can be a barrier to its implementation The Handbook of Research on Organizational Culture Strategies for Effective Knowledge Management and Performance defines the relationship between organizational culture and knowledge management and how they impact one another This handbook also identifies critical business practices to assist organizations in transitioning to work from home while maintaining a strong corporate culture that includes beneficial knowledge sharing behaviors Covering topics including knowledge management organizational culture and change management this text is essential for managers executives practitioners leaders in business non profits academicians researchers and students looking for research on how organizations can thrive and adapt due to emerging global disruptions as well as local or internal disruptions

Learning Organization Dimensions and Motivation to Transfer Learning in Large Firm Information Technology Employees Toby Marshall Egan,2002

Assessing the Psychometric Properties of the Dimensions of the Learning Organization Questionnaire in the Korean Business Context Ji Hoon Song,Thomas J. Chermack,2008 The primary purpose of this research is to adapt the Dimensions of the Learning Organization Questionnaire developed by Watkins and Marsick and examine its validity and reliability in a Korean context Although the concept of the learning organization is well established there has not been rigorous validation of the application of the questionnaire in the Korean context The present research sheds light on the reliability and validity of applying the learning organization concept to the Korean workforce The results of confirmatory factor analysis and internal consistency tests indicate that the Korean version of the questionnaire produces valid and reliable psychometric properties of learning organization characteristics in a Korean cultural context Several demographic variables were used to identify the differences in learning organization cultural perspectives Conclusions and implications are set out and the limitations of the research stated

The Relationship Between Learning Organization Dimensions and Performance in the Nonprofit Sector ,2005 The relationship between learning organization dimensions and performance in the nonprofit sector

Disruptive Technology: Concepts, Methodologies, Tools, and Applications Management Association, Information Resources,2019-07-05 The proliferation of entrepreneurship technological and business innovations emerging social trends and lifestyles employment patterns and other developments in the global context involve creative destruction that transcends geographic and political boundaries and economic sectors and industries This creates a need for an interdisciplinary exploration of disruptive technologies their impacts and their implications for various stakeholders widely ranging from government agencies to major corporations to consumer groups

and individuals Disruptive Technology Concepts Methodologies Tools and Applications is a vital reference source that examines innovation imitation and creative destruction as critical factors and agents of socio economic growth and progress in the context of emerging challenges and opportunities for business development and strategic advantage Highlighting a range of topics such as IT innovation business strategy and sustainability this multi volume book is ideally designed for entrepreneurs business executives business professionals academicians and researchers interested in strategic decision making using innovations and competitiveness *Knowledge Management in the Public Sector* David E McNabb,2015-01-28

This comprehensive text introduces public management students and government and nonprofit administrators to the principles and practices of Knowledge Management The first book to focus exclusively on knowledge management techniques in government agencies it covers such important concepts as collecting categorizing processing distributing and archiving critical organization data and information and then converting and disseminating these resources to all who need to share in the organizational knowledge Written in an easy to read non technical style the book includes a thorough review of the current literature in the field as well as a comprehensive presentation of Knowledge Management techniques Extensive illustrations models checklists and instructions lead readers through the steps involved in instituting KM programs in government and non profit agencies **Sustainable Business: Concepts, Methodologies, Tools, and Applications**

Management Association, Information Resources,2019-08-02 In the increasingly competitive corporate sector businesses must examine their current practices to ensure business success By examining their social financial and environmental risks obligations and opportunities businesses can re design their operations more effectively to ensure prosperity Sustainable Business Concepts Methodologies Tools and Applications is a vital reference source that explores the best practices that promote business sustainability including examining how economic social and environmental aspects are related to each other in the company s management and performance Highlighting a range of topics such as lean manufacturing sustainable business model innovation and ethical consumerism this multi volume book is ideally designed for entrepreneurs business executives business professionals managers and academics seeking current research on sustainable business practices

Action Learning and Its Applications Robert Dilworth,Yury Boshyk,2010-02-10 This second volume of two discusses the employment of action learning in different contexts including healthcare education government military and the business world Use of action learning in delivery of Future Search Conferences is addressed as well as action learning in community and civil society and the future of action learning **Annual Proceedings of Selected Research and Development Presentations at the ... Convention of the Association for Educational Communications and Technology** Association for Educational Communications and Technology. Convention,2000 **Learning Organizations** ,2001 **Learning with Lean** James Zurn,2017-07-27 The toughest Lean journeys are those taken in organizations that have achieved long term success Processes and people become fixed in their ways and exhibit a natural resistance to change But regardless of how

well your organization is performing unless you have a sustainable competitive advantage you are at risk Examining the performance gap between good organizations and great ones Learning with Lean Unleashing the Potential for Sustainable Competitive Advantage explains how to use Lean as a learning vehicle for achieving and sustaining a competitive advantage Helping you better understand the current state of your organization the book outlines a series of five simple phases for developing an architecture and implementation plan to transform your organization s performance These five phases fit neatly into a closed system model that has similarities to the Plan Do Check Act quality model The model is simple easy to communicate and easy to implement Assess Plan Prepare Do and Learn Supplies a brief overview of Lean tools Provides an understanding of the Voice of the Customer as a focusing engine Covers measurement and goal setting Illustrates the dynamics of organizational change Explains how to boost learning through Lean The authors guide you through the deployment of training and the implementation of new knowledge and skills around Lean In addition they also explain how to find and improve on the areas where waste exists so your organization can reinvent the way it learns Effective management techniques recognize the need for balance and this book is no different Helping you pinpoint where those balances and dichotomies exist it arms you with powerful techniques to manage these challenges and to transform your organization into a change hungry Lean learni

The Ten Dimensions of Learning Organizations Philip David Reece, 2007

Human Resource Development Jon M. Werner, Randy L. DeSimone, 2006 This textbook outlines the four phases of the human resource development process assessment design implementation and evaluation and explores the workplace socialization process skills training programs the importance of coaching employee counseling career development and development activities for managers The fourth edition incorporate

Implementing Education Policies Developing Schools as Learning Organisations in Wales OECD, 2018-10-23 Wales United Kingdom considers the development of schools as learning organisations as vital for supporting schools to put its new 21st century curriculum into practice A growing body of research evidence shows that schools that operate as learning organisations can react more quickly to

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