Factors affecting Learning Organization in Shiraz Islamic Azad University

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Abstract

This research examines the factors affecting learning organization focuses in Shiraz Islamic Azad University. A university which is made up of 330 employees. This data is gathered through organizational ascendency. Cronbach's alpha reliability coefficient is above 80%. As this quarry has been used in different organizations, the legitimacy is asserted. This data is analysed by SPSS software. T test was used to examine the hypotheses. The result of this research shows that the leaning in learning organization fabrication in Shiraz Islamic Azad University is too low. First, second and fifth hypothesis is rejected and the third and fourth ones are confirmed. Organizational strength points are people and knowledge management. Also areas requiring improvement are the dynamics of learning, use of technology and organizational change. The guidelines and recommendations for strengthening organization's strengths and improve on areas of improvement are presented.