

TRANSLATED TEXT

Evaluating the role of evolution management in organizational learning: A SAIPA Company case study

Summary

The prerequisite for continuum organizational change and evolution in today's dynamic and ever changing environments is the presence of intuitive, strategic or in a more clear sense, evolution leaders. Because of the increasing attention to the leadership factor in creating organizational evolution in the world, and considering its role in organizational learning, this research attempts to examine the mutual relation between evolution leadership and organizational management through correlation research method. With this goal, 120 SAIPA Co. expert staff were randomly selected. Research data after collection using the research questionnaire were analyzed using Pearson Correlation method, T Test for independent groups, one way variance analysis and step-by-step regression. Obtained results show that based on SAIPA experts' opinions, the current condition of evolution leadership and organizational learning is relatively desirable in the aforementioned company. On the other hand, work experience does not create and difference in organizational learning, but gender and education create difference in (risk receptivity, exploring reasons for mistake) and (taking advantage of experiences, risk receptivity) components respectively. In addition, a positive and meaningful relation exists between the components of evolution leadership and organizational learning. Finally, ideal influence (behavior) as one of the dimensions of evolution leadership is considered the most important anticipator in organizational learning.

Keywords: Organizational learning, evolution leadership, learning organization

ORIGINAL TEXT

در آرشیو موجود نیست.