

Title	FACTORS AFFECTING THE LEARNING- ORGANIZATION PERCEPTION OF NARESUAN UNIVERSITY PERSONNEL
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ABSTRACT

The purposes of this study were to study the state of being a learning organization and to find factors that affected the learning-organization perception of Naresuan University personnel. The sample group, derived from multi-stage random sampling, consisted of 381 Naresuan University personnel. The research tool was a questionnaire. The statistical devices used to analyze the collected data included frequency, percentage, mean, standard deviation, simple correlation coefficient, alpha coefficient and stepwise multiple regression analysis. The results of the study were as follows:

1. Regarding Organizational Climate, the overall mean score was at a high level. The three factors with the highest mean scores were responsibility, organizational structure and security and risk respectively. The factor with the lowest mean score was conflict agreement.

2. Regarding Organizational Culture, the overall mean score was at a high level. The three factors with the highest mean scores were relevancy, mission-oriented focus and involvement respectively. The factor with the lowest mean score was adaptability.

3. Regarding Learning Organization, the overall mean score was at a high level. The three factors with the highest mean scores were: firstly, learning dynamics at a personal level, group or teamwork level and organizational level; secondly, application of technology, knowledge information system, learning through the technology and the electronic support system; and finally, organizational reform, vision, culture, strategy and structure. The factor with the lowest mean score was the organization's management, seeking, creating, storing, searching, transferring and applying of learning.

4. The result of the analysis of the relationship between Nareuan University personnel's learning-organization perception and the organizational climate and culture revealed that all the factors were positively correlated at the statistically significant level of .01. The multiple correlation coefficient value (R) was .940 and the correlation of multiple determination (R^2) value was .884. This could be interpreted that all the independent factors together affected the dependent factors at the percentage of 88.40.

5. Regarding the predictive factors for Naresuan University personnel's learning-organization perception, it was found that the best factor was cooperating in the prediction of being a learning organization, which was statistically significant at the level of .05. All the factors were positively correlated with being a learning organization, except that of relevancy which was negatively correlated. The predicting power value was 88.10 with the standard error of 0.208. The predictive equations could be presented in the forms of raw score and standard score as follows:

Predictive Equation in raw score:

$$Y = 0.112 + 0.529 \text{ adaptability} + 0.199 \text{ mission oriented focus} + 0.107 \text{ warmth and support} + 0.091 \text{ job performance standard} + 0.087 \text{ security and risk} - 0.052 \text{ relevancy}$$

Predictive Equation in standard score:

$$Z_y = 0.605 \text{ adaptability} + 0.196 \text{ mission oriented focus} + 0.137 \text{ warmth and support} + 0.103 \text{ job performance standard} + 0.087 \text{ security and risk} - 0.060 \text{ relevancy}$$