

# Designing and Exploring the Model of Organizational Learning among the Staff of NIPC in Iran


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## ABSTRACT

The aim of this study is to define and design organizational learning model among the country's National Petrochemical Company employees. According to the design and explanation of organizational learning model in the Petrochemical Company, we first study the subject by using library studies, theoretical foundations and variable components. Then we designed a new questionnaire through interviews, to examine the views of the population on the basis of the local culture. Then, the questionnaire distributed among the population with using the software SPSS by exploratory factors analysis to identify factors and sub-factors is confirmed by confirmatory factor analysis and structural factors. Finally, management experts assessed the model from different dimensions. Statistical Society of managers and staff of petrochemical, informants and elites of organizational learning of petrochemical such as university professors, researchers and those who have information from process of petrochemical organization will be selected. We will use Random sampling methods to test the quantitative and qualitative targeted selection for testing qualitative part to complete theories. The mixed method will be used in this research. For analysis of data resulted from interviews, the theory-based method will be used. This theory-based method is not theory but it is used for discover sleeping data in theory. So, the theories appear slowly in a gradual process of abstraction of the data and after obtaining qualitative information from the raw data, we will analysis them by quantitative methods and suitable test.

## 1- Introduction

Today, the survival and growth of the Organization in the modern ability to change filled world requires timely and appropriate response in the face of changing environmental and follow-up of the following entities shall be the necessity of environmental changes and timely prediction and

their survival in the environment variable that constantly continue Their focus and emphasis on organizational learning and gradually changes related to science and technology, economics, culture and politics affect the organization quickly, and organizational leaders need to "learning" of Azul grasped as a valuable phenomenon and look for success



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in The creation of a better future, the organization that continually make education and effective family learning and to maintain its survival with metamorphism are coordinated and passive effect of possible challenges, and not action. On the other hand, the environmental challenges of the present era of rapid progress in terms of technology, increasing the flexibility and necessity of clientele's expectations, to force their way to the continuation of the search for survival. In many organizations, and increase the ability of the solution to the organizational learning have been diagnosed and trying with the performance of this program, using internal and external learning obstacles overcome, and the background necessary for the appropriate education of employees to democratize.

Also as has been said, to the attention of organizations and personnel empowering, together with their staff and this trader's knowledge about the fundamental structure of the petrochemical complex, which is one of the country's economy, it is important. According to this fundamental purpose of the national petrochemical industry macro-planning (formulation of strategy and sustainable development of the country's petrochemical industry development road map with respect to the features and capabilities of the country and the national and global environment industry developments), politics (editor and suggest policies that the company, the Government and Parliament in order to Encourage and attract private investors to the realization of the goals and programs of the Klan and the adoption of industry), set up to maintain the public interest (including the national interest and the entire petrochemical industry and in order to prevent monopoly and to create a competitive environment for the industry standards, compiling, and observe the monitor them. Governor Dozens of the cases, such as the control of the external costs in the areas of environment, safety, health and working environment, the transparency and accuracy of the information provided to customers and their rights,

the minimum technical specifications for different products), mainstreaming (including planning and building the physical infrastructure and the creation of the necessary training Such as transport infrastructure, energy, water, and training for the establishment and development of petrochemical industry) and support (legal problems and obstacles to sustainable development reviews of petrochemical industry and trying in order to fix them, check the failure and bottlenecks of manufacturing units in the various fields such as development, utilization of capacity, Ah Manufacturing a, financial, human resources, marketing and sales, and the technology and efforts to political and administrative help in fixing them) sustainable development of petrochemical industry to upgrade the quality of people's lives, you have to be a proper response to the environmental changes of the dynamic enterprise.

Since the petrochemical complex is one of the most important and biggest industrial factories of the country which has experienced several factors influencing environmental and decisions effects of many of the country's economy, the need for constantly feel that you should be with your various changes and compliance through learning by all (E) can deal with those changes. Based on the scope of individuals involved questions organizational learning, that the audience of this section can be used within the enterprise and outside the people organization that somehow involved with the country's petrochemical company, this result was achieved that performance and the expected effectiveness in the country's petrochemical company as it is the case is expected to be thine (D). Therefore, the necessity of this research requires the researcher to his concern that in the field of the development of the organizational learning that before doing the research are also among the items was a researcher interests, proceeded to do the research. According to interviews with experts and specialists of the previous experiences that petro-

chemical companies usually cannot be saved in the form of knowledge management and the Organization of the previous failures have not remembered, as this increases the cost of the company in the long term and the loss of opportunities, therefore, to consider the receipt Organizational learning and development company lost ring in the long run. It is also of interest to the researcher activities and upgrade the level of applied knowledge and other factors on the petrochemical company of the necessity of doing this research. It is good we have to first learn the definition of this concept to fully turn on us. learn the same, due to the complexity of the rated and the complexity of the different definitions of it. it's the most famous definition for is: "learn the process of creating sustainable change in behavior or rather be behavior L is said to be experience and may not be caused by a temporary body mode such as what fatigue, or illness change medications. Definition of the features still has this:

## 2- Methodology

As mentioned in the first chapter, the way in which the research will be used, the method of research is mixed. The research method was a combination of qualitative and quantitative methods. In a project can be effectively two kinds of research method was to work using one of the methods of research (quantitative and qualitative) only a limited aspect of a phenomenon does appear in the analysis, and in this case, other aspects of the phenomenon will be ignored.

Since the study designs and the pattern of organizational learning in the staff of the national petrochemical company of the country can be considered as a kind of exploratory study said. This study includes interviews with experts. In this type of interview, the interviewer collects data from persons who have special knowledge or perspective that is not obtainable through others. Pundits often compared to other members of the research commu-

nity, the more knowledge and better skills in dialogue. Exploratory research projects in patchwork, researcher on it is about a phenomenon or a basic and detailed info discover the indeterminate position. Exploratory research on the combined design researcher first through qualitative research methods to collect the required information. Qualitative data collection leading to describe the countless aspects of the phenomenon. This basic understanding of conformation hypothesis (that) about the occurrence of the phenomenon under study. After this stage the researcher in order to examine the assumptions formulated, could use a little research methods and data quality of the phases of accreditation. And the factors that have less impact, modify, replace or delete. This is true in the case of the research strategy in which the researcher is also the qualitative data and collect a little data. Qualitative data consists of information that is without relying on the tools already defined, such as questionnaires and using tools such as the view without the structure and fitted gathering interview.

Exploration about the psychological phenomenon related to organization and management issues, including human resources, marketing, accounting and so on, the researcher implicitly cognitive perspective the underlying philosophical knowledge for actual and presumed choice of research method on the base fitted. In General, for the purpose of understanding the issues and the reality of the constituent elements of the system-for production of goods and services, four theoretical perspectives the underlying epistemology and philosophy fitted to be desired. This view is defined in terms of the reality of the phenomenon of loaders, forklift and how to achieve understanding about them are different.

Four different research purpose cannot be fitted to follow. Sometimes the purpose of a common issue and solving a common research in the workplace is sometimes aimed at a particular knowledge in the field of and sometimes the purpose of the

proposed research study investigating the effects of functional and sometimes the development of previous research. Research on the application of the results when fitted to his intention to resolve the specific issue within the common organization, fitted, do research, applied research. But when research to increase our knowledge and understanding of the specific issues that generally occurs in the enterprise environment and how to solve them, the fundamental research base or fitted called. This kind of psychological findings of research in the creation of knowledge in the field of the different management fitted. When the study was to investigate the effects of applied research for advice do fitted, and when the knowledge of the fundamental or applied areas fitted developed it fitted a development called research.

### 3- Findings

Analyzing data analysis and process a few steps is given it using the tools that are the sum of the statistical community have provided encoding, summary and finally fitted to field processing to establish the types of analysis and communication among these data in order to test the hypothesis of forklift Provide. In order to analyze the data collected for the statistics, analytical technology fitted to both descriptive statistics and inferential statistics could be fitted. In this section, beginning with the use of descriptive statistics, cognitive status and demographic characteristics can answer providers. Continue on statistical inference in this research to investigate the relationships between variables in the model Ali research opportunities can be fitted. One of the conditions of Ali in the process of organizational learning in the petrochemical company, according to interviews of accomplished, individual skills. Each worker an employee or an organizational unit. "Her performance is one of the interviewees said a lot to this would depend on their relationships with colleagues and establish an effective President. By intellectual activities such

as the acquisition of knowledge, innovation and the creation of inclusive may be fitted. Of intellectual capital on knowledge management and knowledge management, profound ability of innovation and knowledge, the main factor in the value of the product and the economic growth in the knowledge-based economy. The staff efficient expression the most important factor for such economic organization. Based on the interviews conducted, "formation of an internal knowledge-based companies the short-term economic efficiency, job description and job conditions in the company and eventually the scientific process staffing" including the components that are causing the strengthening of intellectual capital. System thinking as well as another one of the strategies proposed by the participants (command, 1390). The order of system thinking, employing systematic approaches in organizational issues, analysis of the Affairs and activities of the Organization and within the enterprise and outside the influence of all factors on each other, there is a belief in the organization when the gems toward learning moves that the managers of the Organization and also at a lower level of all employees with Applying the system, the technique began to rebuild the system from the mind and thinking in their daily decisions. The attitude and thinking of a system in the organization makes participation in decision making and problem solving will also, in the meantime, system thinking, will cause that any of the employees of the duties and responsibilities of their work in the Organization have an understanding." Based on the perspective of the research participants, corporate factors, economic factors, cultural factors and structural factors as identified in the organizational learning platform was petrochemical company.

Of factors that pose as agents bed, corporate agents. Based on the conducted interviews, including the most basic topics that referred interviewees, include: innovation in the production of knowledge, the owners of capital, markets and transnational



production thinking. Another of the factors that is posed as agents bed economic factors and certainly its impact will not be too small, because the economic situation certainly cut finding more and better adapt to the process of interest on Murad is organizational learning more would be to fly one of the partnership in this respect it is such replied. Each person in your family, even this theorem can understand that finding a better financial status can be better material and financial assistance in the field, however, do to the Prophet verse of poverty may lead to disbelief and from someone who is incapable of providing their livelihood at least Having expected to help others will be unreasonable and the company as well as an organization is not an exception.

In most cases, with the exception of the research, in particular, to be aware of the amount of interest repeat forklift phenomenon occur (frequency), the average or the mean of a set of loaders, the figures and the amount of flexibility within a change set fitted (for example the amount of desire to dependent and independent variables and distribution center). These topics have a reputation as descriptive statistics. Descriptive statistics to help the researcher fitted easily to determine and pay the data or information about a specific topic is compiled.

#### 4- Conclusion

In this season's first episode, while explaining the phenomenon investigated, outlining the theoretical position of the residual while its distinction from other theoretical studies and family time in the field of organizational learning in the petrochemical industry in the country, the scientific contribution of the present study to the contemporary. Also, once again, more briefly the findings and the results of the study point out. In the final episode as well as the Executive, as well as some suggestions for future studies of the and limitations of the study is provided.

With the growth of wealth in developed societies,

according to organizational learning and attitude of seeking enterprise liability enhanced by social groups. Forklift culture difference throughout the world makes a diverse and very broad expectations of a company forklift. In the first phase of globalization, companies were powerful and his activities at the global level and spread on you. But in the second phase compensating factors, globalization has a fitted comes the ability to limit the power of the company System thinking as well as another one of the strategies proposed by the participants (command, 1390). The order of system thinking, employing systematic approaches in organizational issues, analysis of the Affairs and activities of the Organization and within the enterprise and outside the influence of all factors on each other, there is a belief in the organization when the gems toward learning moves that the managers of the Organization and also at a lower level of all employees with Applying the system, the technique began to rebuild the system from the mind and thinking in their daily decisions. The attitude and thinking of a system in the organization makes participation in decision making and problem solving will also, in the meantime, system thinking, will cause that any of the employees of the duties and responsibilities of their work in the Organization have an understanding." Based on the perspective of the research participants, corporate factors, economic factors, cultural factors and structural factors as identified in the organizational learning platform was petrochemical company.

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at the global level and spread on you. But in the second phase compensating factors, globalization has a fitted comes the ability to limit the power of the company development of the forklift. The free flow of information by virtue of the powerful customers, the media and non-governmental groups can be fitted to bring a turning point emerged in which opinions and social trends extensively fitted expansion and acceptable to all can be fitted. Organizational learning is largely due to globalization is close to such a point transformation and become the basic principle of strategic planning in organizations to global enterprises-particularly fitted. On the other hand, commercial reveals the core of success for a company forklift loader to the process. Nowadays even brand value beyond the value of the assets of a company's material for the important role of organizational learning. Organizational learning in the company by means of a forklift loaders are very effective in increasing the popularity of companies and raising the value of their trade show and also maintain the capital of the company in the long term to be fitted. Organizational learning in the companies because the company required according to the needs of the beneficiary groups, for all activities for a company exposed to the dimensions of the impact of the fitted. The company's success is based on the forklift that the strategy they can between the inner bearing capability of the Organization and external opportunities for the coordination somehow that it enterprise in an effort based on the eye-and your insight, to succeed in his mission. An effective organizational learning policy, there is a need to take measures with transition effects on the company's strategic goals to be strategic and their organizational learning. Organizational learning is a kind of competitive differentiation factor to be fitted, as well as some kind of corporate insurance and guarantee for the company's trade show.

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