

ABSTRACT

The objective of this study was to examine the correlational relationships and differences of learning organization attributes. The study was to describe, to identify, and to examine attributes of the learning organization in Thai's setting. Concepts and theories of "learning organization" and "organizational learning" were synthesized under three perspectives. The prescriptive approach was the typology of learning organization. Descriptive approach was the process of learning. Normative approach was the means that enabled transfer and transformation of individual learning to collective learning.

A questionnaire, consisted of thirty-eight items referred to perceptions on attributes of learning organization, and nine statements that referred to the importance of the perceived values, was constructed in corresponding to the conceptual framework based on the three perspectives. The sample consisted of working people in the mutual fund, provident and private fund business in Thailand. The questionnaires were floated to all companies in the sample frame. The returned and completed questionnaires were 314 copies represented the returned rate of 39 percent of the total floated questionnaires and 37 percent out of the expected total population.

The results of this study showed that organizations of the assets management industry had already experienced the concepts and practices of learning organization. Overall processes of learning to acquire, to disseminate and to utilize knowledge were

fulfilled. The possible inhibitor to process of learning in relation to thinking framework was involvement in directing choice of learning. Another learning disability dealt with awareness and understanding importance on working with the differences among each other to accomplish the common goals (“why”), but the means (“how”) to achieve the ends had yet to be functioned. The two learning inhibitor and disabilities were the breaking chain of the learning organization.

