

The Relationship between Organization Culture and Organization Learning in Three Different Types of Companies

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Abstract : A dynamic organization helps the management to overcome both internal and external uncertainties and complexities of the organization with more confidence and efficiency. Regarding this issue, in this paper, the influence of organizational culture factors over organizational learning components, which both of them are considered as important characteristics of a dynamic organization, has been studied in three subsidiary companies (production, consultation and service) of National Iranian Oil Company, and moreover we also tried to identify the most dominant culture in these three subsidiaries. Analysis of 840 received questionnaires by SPSS shows that there is a significant relationship between the components of organizational culture and organizational learning; however the rate of relationship between these two factors was different among the examined companies. By the use of Regression, it has been clarified that in the servicing company the highest relationship is between mission and learning environment, while in production division, there is a significant relationship between adaptability and learning needs satisfaction and however in consulting company the highest relationship is between involvement and applying learning in workplace.

Keywords : denison model, culture, leaning, organizational culture, organizational learning

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