

The Application of the Learning Organization Elements in Public Libraries of Iran Based on the Peter Senge Model (Case Study: Khuzestan Province)

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Abstract

Purpose: This research aims at the investigation of the application of learning organization elements in public libraries of Khuzestan province.

Methodology: Survey method was used for implementation of this research. The population included 200 employees of public libraries of Khuzestan province in Iran, who had Associate, bachelor and master academic degree. Questionnaire of the research extracted from the elements of Peter Senge model and used as a data collection tool. The descriptive and analytical statistics such as single t-test, independent t-test, and F test used to analyze collected data.

Findings: The results showed that the rate of the application of the learning organization elements in public libraries of Khuzestan province was under dead line. Among all learning organization elements, it was just "vision" element that been over the number 3 as the average number. Also, there is not a significant difference between the kind of the education degree, the kind of discipline, the kind of responsibility, and the sexuality of the sample population and the application of the learning organization elements.

Originality/Value: Today, with the ongoing application of information technologies, public libraries have faced with major changes. In such a situation, public libraries need to be a learning organization. In this paper, we addressed the assessment of the strengths and weaknesses of public libraries to become a learning organization.

Keywords: Public Libraries, Khuzestan Province, System Thinking, Shared Vision, Personal Mastery, Team Learning, Mental Models.