

ปัจจัยลักษณะส่วนบุคคลที่มีความสัมพันธ์กับมิติของความเป็นองค์กรแห่งการเรียนรู้ ได้แก่ ตำแหน่งการทำงานและอายุการทำงาน โยมีความสัมพันธ์กับความเป็นองค์กรแห่งการเรียนรู้ อย่างมีนัยสำคัญที่ระดับสถิติที่ระดับความเชื่อมั่น 95% ส่วนปัจจัยลักษณะส่วนบุคคลที่ไม่มีความสัมพันธ์กับความเป็นองค์กรแห่งการเรียนรู้ในระดับความเชื่อมั่นดังกล่าวคือ รายได้เฉลี่ยต่อเดือน



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Independent Study Title	Assessment of Learning Organization of Post Offices in Chiang Mai Province
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ABSTRACT

This independent study aimed to assess the level of Learning Organization of the Post Offices in Chiang Mai Province. The samples used for this study consisted of 434 officials who worked at the Post Offices in Chiang Mai Province. The data was collected by using Dimensions of the Learning Organization Questionnaire (DLOQ) by Marsick and Watkins which consisted of personal demographic information, the Dimensions of Learning Organization, and problems/recommendations. The quantitative data was analyzed by descriptive statistic: frequency, percentage and mean, including the analysis of variance: One-way ANOVA, LSD and Tamhane's T2.

The results of the study revealed that most of the employees of the Post Offices in Chiang Mai Province were male, 25-30 years old, married, with the educational level of lower than Bachelor's degree. Their position was state enterprise employee. They had been working for 0-5 years with an average monthly income of less than 20,000 bath.

The findings from the study of the employees' perception of the Post Offices in Chiang Mai Province as Learning Organization showed that the means all perception factors was 4.39. And the ranking of those factors, arranged from the highest to the lowest were as follows: 1) Financial performance 2) Knowledge performance 3) Providing strategic leadership for learning 4) Promoting inquiry and dialogue 5) Creating receiving and sharing learning system 6) Empowering individuals in a way that was in line with organisation's vision 7) Connecting the

organization to its environment 8) Encouraging collaboration and team learning, and 9) Creating continuous learning opportunities.

The personal demographic factors that significantly related to Learning Organization were position and work period at the confidence level of 95%, while monthly income did not correlate significantly with Learning Organization.



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