Conference Title

The Learning Organization Dimensions and Their Impact on Organizational Performance: Orange Jordan as a Case Study

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The objective of this study is to measure the impact of learning organization’s seven key dimensions (continuous learning opportunities, inquiry and dialogue, employee empowerment, establish systems to capture and share learning, connect the organization to its environment, collaboration and team learning, strategic leadership) on organizational performance in Jordan Telecom. It also aims to figure out the type and magnitude of correlation among these seven dimensions as well as to assess the credibility of the questionnaire in a different context such as the Arab business environment. The sample size was (312) employees in this case study. The study results are as follows: The status of the learning organization dimensions was moderate (3.44) out of 5 on 5-step Likert scale. A positive statistical correlation exists among the seven learning organization dimensions as well as a positive statistical correlation with organizational performance. The questionnaire proved to be suitable in the Arab business context. Finally, the study recommends that organizations must consider the seven learning organizations’ dimensions due to their role in enhancing organizational performance and assuring a competitive edge.

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