

عنوان مقاله:

Team learning: A requirement for modern organizations

محل انتشار:

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خلاصه مقاله:

Due to the nature of era we are living in, there are many differences between old and modern organizations. Charles Handi, a researcher and theorist in the field of management believes that nowadays managers are dealing with organizations which are different from organizations in past and due to this, complicated organizations need team work . One of the characteristics of these modern organizations is learning based foundation. Therefore managers and employees of these organizations shall be learning and acquiring new skills on continuous basis. Strength of the organization is directly related to amount of training of its managers and employees. Learning depends on some factors. Motivation is among the main factors of learning. Motivation is the main condition of learning which means the willingness and eagerness for learning and it is considered as the running engine increasing the activity. Motivation may be both the objective and also the tool. But considering the importance of motivation methods in learning, it seems that such importance is not much taken into consideration in Iran and monotonous and excessive use of one method has slow down the learning (individual) and reduced the motivation factors. Many of the theorists and researchers expressly and clearly state that successful and prosperous plans are the ones launched by active participation and direct involvement of learners. So, in this study we tried to explain the basic team learning concepts, present a proper sample for motivation, energizing and improving brain activities and finally to create socialism feeling in order to have a positive effect in learning consequences in organizations

کلمات کلیدی:

Organizational learning, team learning

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