

THE AVAILABILITY OF THE CHARACTERISTICS OF THE LEARNING ORGANIZATION AT PRINCESS NORA BINT ABDUL RAHMAN UNIVERSITY FROM THE PERSPECTIVE OF ACADEMIC DEPARTMENTS HEADS

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Abstract_ *The purpose of this study is to identify the availability of Learning Organization characteristics at the Princess Nora bint Abdul Rahman University (PNU) from the perspective of academic departments heads, and to identify the statistical differences between the responses of academic departments heads, according to (college, years of experience, academic degree, department size), and to offer suggestion to direct PNU towards learning organization. The study was designed to be a descriptive analytic study, utilizing a questionnaire to gather information.*

The population of the study represents all academic departments heads at (PNU) a total of (42) in the second semester of the academic year 2012-2013. A total number of (42) questionnaires were distributed, the returned questionnaires were (37), which is equivalent to (88%) of the study population.

The study results revealed that:

- *From the perspective of academic department heads the "empowerment of individuals from a shared collective vision" was the least available, and the "strategic leadership in support of learning" the most. - The averages of the learning organization dimensions ranged between (2.81) (3.75) out of (5) which meant that it is available to some extent.*
- *There were statistically significant differences between the responses on the availability of some dimensions: (the promotion of dialogue and inquiry, enabling individuals to a collective vision shared, linking the university to the external environment), due to the different number of years of experience of the sample, in favour of the respondents experienced less than 10 years.*
- *There were statistically significant differences between the responses on the availability of some dimensions: (enable individuals to a collective vision shared), belonging to department size (number of members), for the benefit of department sized from 20 to less than 30 members.*
- *"looking at training as a permanent and ongoing process", and "Adopting openness and transparency" were the top suggestions that had the highest approval from the participants.*

Key words: *learning organization, academic departments heads, Higher Education, Princess Nora bint Abdul Rahman University (PNU).*