

# PRACTICE OF THE FIELDS OF THE LEARNING ORGANIZATION FROM THE VIEW POINT OF THE TEACHING STAFF AT JAZAN UNIVERSITY & PROPOSALS FOR DEVELOPMENT

SHADA IBRAHIM FARAJ

**Abstract\_** The study aims to discover the degree of practicing the fields of learning organization from the view point of the teaching staff, to know the presence of statistically significant differences at level ( $\alpha = 0.05$ ) in the responses of the sample which are attributed to the following variables of (sex, academic rank, college type, nationality and number experience years in the field of academic work) and to specify certain suggestions for the promotion of Jazan University in the light of the learning organization. The study has been prepared according to the descriptive method, which includes two types; surveying and comparative ones; and that the researcher has relied on the questionnaire she prepared. A simple random sample of (244) individuals was chosen from the teaching staff member at Jazan University. The most significant results include that the degree of practicing the fields of the learning organization from the view point of the teaching staff at Jazan University was generally average; and that the ordering of the fields was as follows: establishment of systems for sharing knowledge and learning, creation of strategic leadership that supports education, encouragement of questioning and dialogue, linking the organization with the external environment, urging learning and collective cooperation, creation of continuous educational opportunities and helping individuals to adopt a collective common perspective. There are statistically significant differences among the means of the responses of the sample's individuals regarding the overall degree for practicing the fields of the learning organization from the point of view of the teaching staff at Jazan University according to sex and academic rank variables, in addition to there are no statistically significant differences among the means of the responses of the sample's individuals regarding the overall degree for practicing the fields of the learning organization from the point of view of the teaching staff at Jazan University according to the variables of sex college, nationality, and number of experience years in the field of academic work. The most significant recommendations comprise the Lessening of the work burden of the teaching staff, together with distributing tasks among them so as to give chances for learning, - preparation of a brochure containing mechanism for practicing every field of the learning organization for distribution among the teaching staff at Jazan University and carrying out of periodical surveying process for the external environment in order to know any changes that might occur to it and to prepare itself to set up a team for the future view for the university linking between the University's potentials and the opportunities available at the external environment .