

Original Article

## Presentation the Learning Organization Model in Kermanshah Province Education with the Approach of Grounded Theory

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### Introduction

The learning organization takes advantage of the mechanism of "research"-based education, which is an important innovation and experts consider it to stimulate research skills and acquire scientific knowledge; this type of teaching and learning is actually an educational exercise where students search for content, examine and answer questions, and take ownership of their learning experience

### Method

The qualitative method of Grounded Theory and using the interview tool was the chosen research method in the present study. The target population of the research was experts, specialists, professors and university informants in the field of management as well as education managers of Kermanshah province were selected using the "snowball sampling" method, theoretical saturation was done.

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## **Results**

The findings of this study showed that the "learning organization" as an organization based on dynamics and transformation and resulting from individual, group and organizational activism, is a dynamic and changing entity that "individual and organizational" causal factors (including personality traits, beliefs and needs) trainers, job motivations and organizational planning), contextual factors based on "fundamental modernization and transformation" (including transformation in the education system, organization transformation, individual transformation, cultural transformation and transformation in social interactions), intervening factors "Inter-organizational" (including organizational facilities and capacities, structure, management and culture) have an effect on the emergence of this phenomenon in the education of Kermanshah province.

## **Discussion**

In the model that is presented in order to realize the learning organization in the education of this province, attention should be paid to "factors at both individual and organizational levels" and in line with the above-mentioned influential factors, macro-management strategies to change the management paradigm, including transformation in the structure, empowering employees, strengthening organizational culture and applied to witness organizational and extra-organizational results and achievements including individual growth and excellence (trainers), organizational excellence, satisfaction and finally, the improvement of the country's scientific level.

**Keywords:** learning organization, education, empowering teachers and students, foundation data theory, Kermanshah.

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