



IMPACT OF TRAINING IN THE DEVELOPMENT OF LEARNING ORGANIZATION: AN EMPIRICAL STUDY ON THE SOCIAL CARE SECTION OF ISLAMIC CHARITY CENTRE SOCIETY IN JORDAN

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Abstract

This study has been conducted to examine the impact of training programme in the development of learning in social care section of ICCS in Jordan. Training has been used as the independent variable whereas shared vision and organized thinking have been used as dependent variable. The study consisted of 62 Community Centers and the sample represented by all the social care sector centers of ICCS. A total of 164 questionnaires (four questionnaires per each center) have been distributed among workers in key jobs of each center. The data has been analyzed with the application of linear regression. The results highlighted that there has been a significant impact of training in the development of social care section of ICCS.

Keywords: training, learning, shared vision, thinking, regression.

INTRODUCTION

The management is one of the most important areas of any nation and any age because of its impact on life because of its association with all economic, political and social matters, and is the main reason for the progress and advancement of nations. In light of this, there is an urgent need to renew organizations by adopting the concept of an educated organization, because education is necessary to bring about fundamental change because it involves individuals. Attention to the human element is one of the most important strategies currently required to provide fertile ground for training in staff in light of existing challenges and lack of resources. One of the most

important processes that must be adopted by community organizations, including charities, is the transformation into educated organizations. To exchange knowledge and experience among the employees within the organization and provide opportunities for their learning, which leads to a change in the behavior of the workers and the advancement of the human staff, learning is a very important entry point where it provides the right environment for the advancement of the institution in all areas.

IMPORTANCE OF THE STUDY

The important of this study seems by the impact of the training for development inside the organization through providing workers by sharing vision and Organization thinking. It brings motivation among employees and they worked after training with zeal, ardour, and enthusiasm for the achievement of organizational goals.

OBJECTIVE OF THE STUDY

This study is aimed to identify the impact of training in developing Learning Organization with special reference to the social care section of (ICCS) in Jordan.

RESEARCH QUESTIONS

1. What is the impact of training on sharing vision of the social care section of ICCS?
2. What is the impact of training on organization thinking of the social care section of ICCS?

HYPOTHESES OF THE STUDY

The researcher used exclusively the primary data by conducting a field survey in the study region. He distributed 164 questionnaires in the

social care section of ICCS. Following hypotheses have been developed.

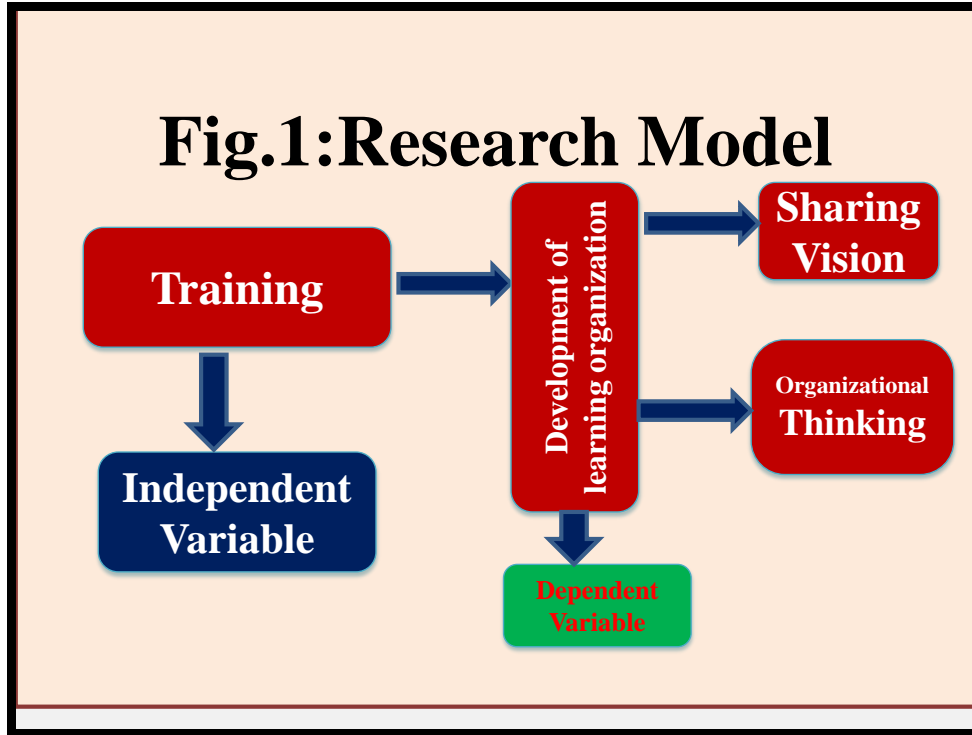
Ho₁: There is no significant impact of training on organizational thinking on the Social Care Section of ICCS.

Ha₁: There is a significant impact of training on organizational thinking on the Social Care

Section of ICCS.

Ho₂: There is no significant impact of training on sharing vision on the Social Care Section of ICCS.

Ha₂: There is a significant impact of training on sharing vision on the Social Care Section of ICCS.



HYPOTHESES TESTING

Hypotheses 1

Ho₁: There is no significant impact of training on organization thinking on the Social Care

Section of ICCS.

Ha₁: There is a significant impact of training on organization thinking on the Social Care Section of ICCS.

Table 1: Impact of Training On Organization Thinking

Variable	Model Summary		ANOVA		
	R	R ²	F	d.f	Sig F*
Organization Thinking	0.710	0.505	165.099	1	0.000

* Statistically significant at the level ($\alpha \leq 0.05$)

Variable	Coefficients			
	Beta	Std Error	T value	Sig.
Training	1.006	0.078	12.849	0.000

* Statistically significant at the level ($\alpha \leq 0.05$)

Linear regression has been applied as the statistical tool to examine the impact of training on organization thinking in the Social Care Section of ICCS. Table 1 shows that the value R=0.710 which means that there is a positive relationship between training and structured thinking. The value of R²=0.505 which means that 50.5% variation in structured thinking has been explained by training with other factors remaining constant. Moreover, the value of F is

also shown to be (165.099) at a level of confidence (Sig=0.000), which confirms the morale of the decline at the level of $\alpha \leq 0.05$ and at a single degree of freedom. Besides, the transaction table also shows that the value of B=1.006 and the value (t=12.849) at the level of confidence (Sig=0.000) confirm the morale of the coefficient at the level ($\alpha \leq 0.05$). Hence, the null stands rejected and it can be said that there is a significant impact of training on

organization thinking in the Social Care Section of ICCS.

Hypotheses 2

Ho₂: There is no significant impact of training on sharing vision on the Social Care Section

of ICCS.

Ha₂: There is a significant impact of training on sharing vision on the Social Care Section of ICCS.

Table 2: Impact of training on Sharing Vision

Variable	Model Summary		ANOVA		
	R	R ²	F	df	Sig F*
Sharing Vision	0.688	0.470	145.532	1	0.000

* Statistically significant at the level ($\alpha \leq 0.05$)

Variable	Coefficients			
	Beta	Std Error	T value	Sig.
Training	0.952	0.079	12.064	0.000

* Statistically significant at the level ($\alpha \leq 0.05$)

Linear regression has been applied as the statistical tool to examine the impact of training on sharing vision in the Social Care Section of ICCS. Table 2 shows that the value $R=0.688$ which means that there is a positive relationship between training and sharing vision. The value of $R^2=0.470$ which means that 47% variation in sharing vision has been explained by training with other factors remaining constant. Moreover, the value of F is also shown to be 145.532 at a level of confidence (Sig=0.000), which confirms the morale of the decline at the level of $\alpha \leq 0.05$ and at a single degree of freedom. Besides, the transaction table also shows that the value of $B=0.952$ and the value ($t=12.064$) at the level of confidence (Sig=0.000) confirm the morale of the coefficient at the level ($\alpha \leq 0.05$). Hence, the null stands rejected and it can be said that there is a significant impact of training on sharing vision in the Social Care Section of ICCS.

RESULTS AND RECOMMENDATIONS

The results highlighted that statistically significant impact of joint vision training has been found because the null hypotheses have been rejected and alternate hypotheses for all variables have been accepted. Besides, following recommendations are provided.

- a) The Islamic Center Charity Association should pay attention and support the administration to adopt a clear training strategy stemming from the general strategy of the association. Besides, training programs should be implemented to raise the efficiency and capabilities of employees.

- b) The Islamic Center Charity Association need to work on measuring the impact of training after the implementation of the courses by conducting evaluation studies after the end of each training course where the results of the impact of those courses are shown.
- c) The researcher recommends the Islamic Center Charity Association to update and continuous development of its work through the availability of material resources and moral incentives to improve working conditions, which reflects on achieving the association's objectives for efficiency and effectiveness.
- d) It has been recommended that the Center Charity Association to be concerned about the availability of the characteristics of carrying out the development of its capabilities, including the common vision of organized thinking, among the employees because of its role in achieving and arguing the association.
- e) The researcher recommends the Islamic Center Charity Association to hold conferences, sessions and meetings that contribute to creating harmony in a way of organized thinking and promoting dialogue and discussion.

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