

Independent Study Title	Comparison of Learning Organization Characteristics Among Business Organizations with Different Levels of Organizational Effectiveness
Author	Mr.Ariya Khamya
Degree	Master of Science (Industrial and Organizational Psychology)
Independent Study Advisor	Associate Professor Dr. Chuchai Smithikrai

ABSTRACT

The purposes of this research were (1) to study level of learning organization characteristics among business organizations in Thailand and; (2) to compare learning organization characteristics between high and low organizational effectiveness of business organizations.

The population of the study was 521 firms in Thailand's stock market. The research instrument consisted of three measures: a demographic questionnaire, a learning organization characteristics questionnaire, an organizational effectiveness questionnaire. Data was analyzed using percentage, mean, median, standard deviation and independent sample t-test.

The results of this research were as follows:

1. The overall learning organization characteristics of business organization in Thailand was at a moderate level.

2. Business organizations with deferent levels of organizational effectiveness were significantly different on overall learning organization characteristics ($p < .01$). Moreover compared to organizations with low-level of organization effectiveness highly effective organizations had higher scores on all five dimensions of learning organization characteristics.