

## Abstract

The purpose of this study, “The comparison of Learning Styles, Self-Monitoring and Learning Organization Disciplines: A case study of KTB Leasing Co., Ltd.” is to study 1) Learning Styles, Self-Monitoring, and Learning Organization Disciplines of employees 2) Comparison of Learning Styles, Self-Monitoring and Learning Organization Disciplines and 3) Comparison of Learning Styles, and Self-Monitoring.

The Sample of this study consisted of 210 employees of KTB Leasing Co, Ltd. Tools used for collecting data were questionnaires comprising 4 parts: part 1 General Information, part 2 Learning Styles Inventory, part 3 Self-Monitoring Scale, and part 4 Learning Organization Disciplines Questionnaires. Statistics analyzing data were descriptive statistics, T-test and One-way ANOVA. The results of the study were as followed:

1. Employees who had different learning style such as Convergent Style, Divergent Style, Assimilative Style, and Accommodative style had total Learning Organization Disciplines in high level. When analyzed with one-way ANOVA, the difference of learning styles did not make any difference on Learning Organization Disciplines.

2. Employees who had high self-monitoring and low self-monitoring had no difference on total Learning Organization Disciplines. When analyzed self-monitoring and Learning Organization Disciplines, high self-monitoring group and low self-monitoring group had difference at the .05 level of significance on Learning Organization Disciplines such as Personal Mastery and Mental Models.

3. Employees who had different learning style such as Convergent style, Divergent style, Assimilative style, and Accommodative style had average score in low level on Self-monitoring Scale. When analyzed with one-way ANOVA, the difference of learning styles did not make any difference on Self-monitoring.

We can use the results of this study as basic information in formulating and promoting the learning style and personality improvement for supporting the learning organization development. Furthermore, we can apply the results of this study to be a guideline in design of employee and organization development process for efficient and effective learning organization development.