
/ /

// :
// :

|

:

« »

:

:

:

:

:

() .

() .

MIT

() .

() .

() .

« » ()

() .

:

() .

()

) .

() .

()

« »

() .



(
(
(
(() . «
« »
() ()
:
)
(
() .
:
» ()
«
()
:
() .
:
« » « » (

() .

(
»

(

»

() .«

.«

()

:

() .

(

(

(

(

(



(

(

(

()

(

:

(

()

(

:

(

)

(

(

(

() .

()

:

()

(

:

((

(

.

(

(

).

(

(win - win) _

.

().

(

.

(

.

().

.

().

...

(

: (

()

: (

().

: (

.()

: (: (

« »:

P

()

P= /

d

α

/ d

$$\alpha = 0.05$$

$$z_{1-\frac{\alpha}{2}} = 1.96$$

$$d = 0.05$$

* N=25000

()

:

	%			

:

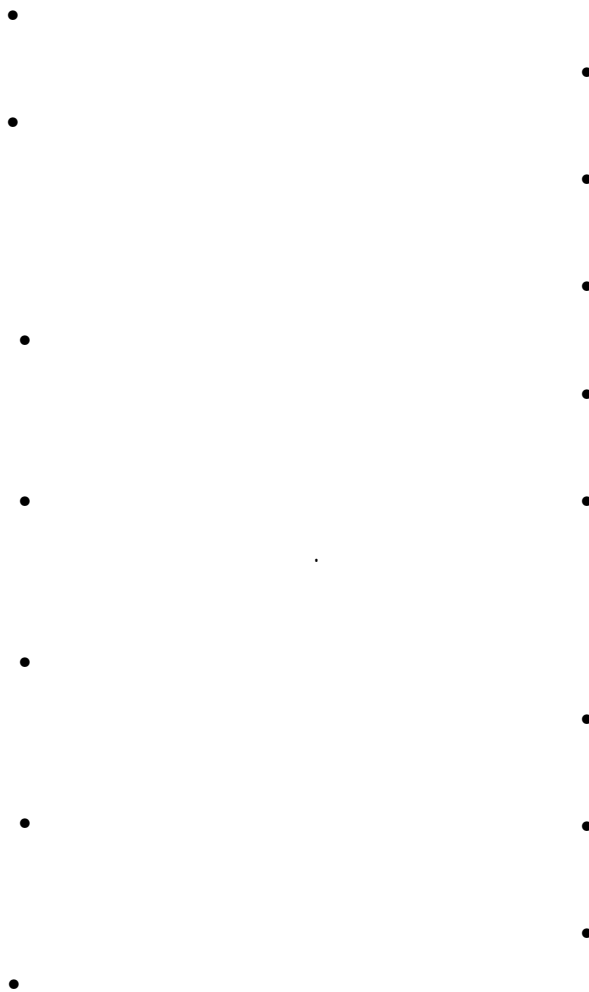
:

$$n = \frac{N \left[z_{1-\frac{\alpha}{2}} \right]^2 (P.(1-P))}{(N-1)d^2 + \left(\left[z_{1-\frac{\alpha}{2}} \right]^2 P.(1-P) \right)}$$

/ / /

...

N	Mean	Std. Deviation	Std. Error Mean		
۳۱۵	6.7407	2.10480	40507 .		
t	df	tailed) - Sig. (2	Mean Difference	Confidence Interval of the درصد 95 Difference	
				Lower	Upper
12.984-	۳۱۴	000 .	5.25926-	6.0919 -	4.4266 -



N	Mean	Std. Deviation	Std. Error Mean		
۳۱۵	12.4815	1.96841	37882 .		
t	df	tailed) - Sig. (2	Mean Difference	Confidence Interval درصد 95 of the Difference	
				Lower	Upper
1.271	۳۱۴	۰۰۰ .	48148 .	.2972 -	1.2602

N	Mean	Std. Deviation	Std. Error Mean		
۳۱۵	6.9630	2.37748	45755 .		
t	df	tailed) - Sig. (2	Mean Difference	Confidence Interval of درصد 95 the Difference	
				Lower	Upper
11. - 009	۳۱۴	۵۴0 .	5.03704 -	5.9775 -	4.0965 -

(

:

:

(/) t

(t) (/)

(/) t

(t) (/)

N	Mean	Std. Deviation	Std. Error Mean		
۳۱۵	11.8519	2.74147	52760 .		
t	df	- Sig. (2 tailed)	Mean Difference	Confidence Interval درصد 95 of the Difference	
				Lower	Upper
.281 -	۳۱۴	781 .	.14815 -	1.2326 -	9363 .

...

N	Mean	Std. Deviation	Std. Error Mean		
	6.6667	3.00000	.57735		
t	df	Sig. (2 tailed)	Mean Difference	Confidence Interval 95 of the Difference	
				Lower	Upper
.238		.	5.33333	6.5201	1466.

(/) t
(t) (/)

:

(/) t
(t) (/)

:

(/) t
(t) (/)

:

:

N	Mean	Std. Deviation	Std. Error Mean		
	14.1871	3.09644	.26264		
t	df	Sig. (2 tailed)	Mean Difference	Confidence Interval of 95 the Difference	
				Lower	Upper
3.095		.051	.81295	1.3323	.2936

ΔV

/ / /

N	Mean	Std. Deviation	Std. Error Mean		
	13.2662	3.61273	30643 .		
t	df	tailed) Sig. (2	Mean Difference	Confidence Interval of 95 the Difference	
				Lower	Upper
5.658		000 .	1.73381	2.3397	1.1279

(/) t
(t) (/)

(/) t
(t) (/) :

(/) t
(t) (/)

N	Mean	Std. Deviation	Std. Error Mean		
	14.7050	27.49742	2.33230		
t	df	tailed) Sig. (2	Mean Difference	Confidence Interval of 95 the Difference	
				Lower	Upper
2.126		.	.29496	4.9066	4.3167

...

N	Mean	Std. Deviation	Std. Error Mean		
	11.5435	3.16024	26902 .		
t	df	tailed) Sig. (2	Mean Difference	Confidence Interval of 95 the Difference	
				Lower	Upper
5.849		000 .	3.45652	3.9885	2.9246

(/) t
(t) (/)

(
t :
(/) (/)
(t)

t :
(t) (/) (/)

N	Mean	Std. Deviation	Std. Error Mean		
	9.9928	3.54372	30057 .		
T	df	tailed) Sig. (2	Mean Difference	Confidence Interval of 95 the Difference	
				Lower	Upper
6.659		000 .	5.00719	5.6015	-4.4129

t :
(/) (/)
(t)

t :
(/) (/)
(t)

t :
(/) (/)
(t)

t :
(/) (/)
(t)

t :
(t) (/) (/)

t :
(/) (/)
(t)

t :
(/) (/)
(t)

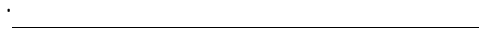
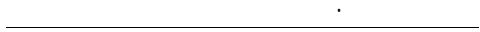
t :
(/) (/)
(t)



)

(ISI

_____ .() . (



_____ .() . (



_____ .() . (



_____ .() . (



_____ .() . (



_____) _____ .() . (



_____ .() . (



_____ .() . (



-
- 2 Knowledge workers
 - 2 Learning by doing
 - 3 Shift of mind
 - 4 Systematic problem – Solving
 - 5 experimentation with new approaches
 - 6 Learning from past experience
 - 7 Learning from other
 - 8 Transferring know ledge
 - 9 Self – mastery
 - 10 Personal vision
 - 11 Creative tension
 - 12 Self - Reflection
 - 13 Inquiry
 - 14 Share Vision
 - 15 Team Learning
 - 16 System thinking
 - 17 Luthans
 - 18 Backhard & Vendy
 - 19 Gephart and et al
 - 20 Gephart & Marsick

۲۲

- 13) Garvin, D. A(1993). Building a Learning Organization. *Harvard Business Review*, vol. 71, No. 4, 78 – 91.
- 14) Gephart, Martha, and Marsick, Victoria. J. (1996). Learning organization come alive. *Training and Development*, vol. 12, No. 50, 34 – 36.
- 15) Hubner, Susann. (2002). Building a Learning Organization. Available at:www.cgh-urm.edu/egi-bin.
- 16) Kafman, Fred and Senge, peter. M. (1993). Communicates of commitment: The heart of learning organization. *Organizational Dynamics*, vol. 2, No. 22.
- 17) Senge, P. M. (1990). The leader’s New York: Building learning organization *Sloan Management Review*, vol. 32, 7 – 23 .