A Comparative Study on Dimensions of Organizational Learning between Government and Private Universities in Rajasthan

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Abstract

The purpose of the present research work is to compare organizational learning between Government and Private Universities of Rajasthan. Respondents were directly contacted for filling up the standard questionnaire of Organizational Learning Diagnostic, developed by Dr. Uday Pareek. These mechanisms are grouped into 3 sub-systems: acquiring and examining (the innovation phase), retaining and integrating (the implementation phase), and using and adapting (the stabilization phase). The results conclude that there is significant difference on all dimensions of organizational learning between Government and Private Universities of Rajasthan. The significance of the study is based on the challenges facing higher education and to improve their academic standard through organizational learning.

Key Words: Organizational learning, Government Universities, Private Universities