

SMM 850

INDEPENDENT STUDY

**LIBRARY AS LEARNING ORGANIZATION: AWARENESS
AMONG INFORMATION PROFESSIONALS AT PTAR 1
AND PTAR 2 UITM, SHAH ALAM**

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Semester 5, Jan-April 2003

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Contents

Acknowledgement	ii
Abstract	iii
Table of Contents	iv
List of Tables	vii

Chapter 1 Introduction

1.0	Introduction	1
1.1	Background of PTAR 1 and 2	2
1.2	Statement of Problems	3
1.3	Objective of the Study	4
1.4	Significant of the Study	4
1.5	Scope and Limitations	5
1.6	Methods of the Study	6

Chapter 2 Literature Review

2.1	Introduction	7
2.2	Types of Learning	8
2.3	Definition of Learning Organization	9
2.4	Literature Review	13

Acknowledgement

I would like to express my gratitude to the En. Husain Hashim that provides continuous guidance, support and encouragement in completing the study. I would also like to express my gratitude to the management of PTAR 1 and 2 of University Teknologi Mara Shah Alam, Selangor, their staff especially who allowed me to study their organization. I was met with great trust and openness. Thank You. I hope that I did not misuse your trust.

Abstract

This study explores learning climates within a library. It assesses the awareness of learning culture among the professionals working in it. It is also meant to investigate whether learning in the selected organization leans toward structured or unstructured programs. Through the use of survey and interview, the research is also aim at finding whether the management supports, promotes and facilitates learning among its employees. The conclusion drawn from the research leads to a few recommendations in hope to establish a healthy learning environment within the library, if they wish to become a learning organization.

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CHAPTER 1 INTRODUCTION

1.0 Introduction

Since the early history of mankind, people are taught to learn through observation and experience. Civilizations developed through how fast they learn and adapt to changes. The more they learn, the greater the civilization are. Importance of seeking knowledge for improvement (learning) in the era of knowledge has been emphasized more than before. In fact, organizations with the best prospect to succeed and thrive in the future are Learning organizations.

In his well known book, **The Fifth Discipline: the Art and Practice of the Learning Organization** , Peter Senge defined the Learning Organization as:

“ Organizations where people continually expand their capacity to create the results they truly desire, where new and expansive patterns of thinking are nurtured, where collective aspiration is set free, and where people are continually learning how to learn together”

Since the publication of Senge’s book on Learning Organization, the concept has been widely discussed and challenge by many organizations expert and researchers. All organizations learn but to what extent it help them to