



A Peer Reviewed International Journal of Asian
Academic Research Associates

AARJSH
ASIAN ACADEMIC RESEARCH
JOURNAL OF SOCIAL
SCIENCE & HUMANITIES



**A COMPARATIVE STUDY ON DIMENSIONS OF ORGANIZATIONAL
LEARNING BETWEEN MIDDLE AND LOWER MANAGEMENT OF
UNIVERSITIES IN RAJASTHAN**

CHAUDHARY A.K.¹; JAIN N²

¹Dr. Ajay K. Chaudhary, Senior Lecturer, Department of Psychology, Government Meera
Girls College, Udaipur (Raj.)

²Dr. Namrata Jain, Director, NISTHA Management Consultancy Pvt. Ltd., Udaipur (Raj.)

Abstract

The purpose of the present research work is to compare organizational learning of employees of universities of Rajasthan i.e. middle and lower management. Respondents were directly contacted for filling up the standard questionnaire of Organizational Learning Diagnostic, developed by Dr. Udai 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 Innovation, Stabilization, experimentation, mutuality, and competency building of organizational learning of middle and lower management. The significance of the study is based on the challenges facing higher education and to improve their academic standard through organizational learning of top, middle and lower level management.

Key words: organizational learning, Middle management, Lower management..
