The Use of E-learning in Development of a Learning Organization

Summary

This doctoral dissertation describes the effective use of e-learning in the development of a learning organization. It's a current and important area of research from the point of view of theory and empirics. The inspiration to present the ideas in this dissertation are based on the interests and experiences of the author.

The aim of the work is to develop a conceptualization of the model of using e-learning in the development of a learning organization.

The first three chapters of the work are theoretical, whilst the next three are an empirical study. The theoretical part of the thesis was based on a critical analysis of Polish and foreign literature on the subject, with the particular emphasis on scientific literature and scientific publications on management, learning organization, organization development, knowledge management, organizational learning, e-learning, tools and systems supporting e-learning. In addition to the review of reports and statistics.

Both qualitative and quantitative methods were used to achieve the objectives of the dissertation and to verify the hypotheses.

The presented model is based on the idea of process maturity, organization maturity and four stages of development. The development goes through successive stages that can be identified and defined using the appropriate criteria.

The main goal of the empirical part is the practical verification of the proposed model for the development of a learning organization using e-learning method. The research process was conducted in accordance with the idea of methodological triangulation, consisting of combining qualitative and quantitative methods to additionally validate the research.

Qualitative research was carried out in the form of a case study analysis in an organization that is a leader in the Fast Moving Consumer Goods sector (FMCG).

Quantitative research was conducted in the chosen organizations using the purposive selection method.

The dissertation consists of six chapters, the content of which is devoted to the topic of the hypotheses and the objectives of the work. The dissertation includes a bibliography, list of figures, tables, charts and an appendix.

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