

## 7. บทคัดย่อบทความวิจัยด้านการศึกษา

บทความด้านการศึกษา ใช้รูปแบบมีหัวข้อหลัก หัวข้อย่อย (headings) ชัดเจน ให้รายละเอียดได้ชัดเจน เขียนได้ง่าย บางครั้งไม่จำเป็นต้องใช้ประโยคสมบูรณ์

**Title:** Organizational Learning Mechanisms: The Meaning, Measure, and Implications for School Improvement

### **Abstract**

**Purpose:** In the light of the excessively broad conceptions and nonobservable terms generally characterizing discussions of organizational learning, this study explores the notion of organizational learning in schools through the conceptual framework of organizational learning mechanisms (OLM) and develops a measure of OLM at the elementary school level.

**Research Design:** Exploratory and confirmatory factor analyses of items are conducted to examine factorial validity. To test the criterion-related validity, the OLM scale is correlated to other established construct.

**Findings:** Based on information processing (management science perspective), the four-factor model of OLM in elementary schools is the best fit between the empirical results and the conceptual formulation. The four-factor model includes the following subscales: analyzing information, storing-retrieving-putting to use of information, receiving-disseminating information, and seeking information.

**Implications:** This study strengthens the feasibility of the OLM framework, based on information processing, to provide a concrete description of organizational learning processes in schools. Using this instrument, schools can assess their own learning cycle, gauging their readiness and increasing their preparation for becoming learning organizations. This study may encourage researchers to explore whether OLM can serve as mediating variable between the system level and the classroom level.

**Keywords:** organizational learning; organizational learning mechanisms; elementary schools

REFERENCE: (Schechter, C. (2008, April). Organizational learning mechanisms: The meaning, measure, and implications for school improvement. *Educational Administration Quarterly*, 44 (2), 155-186.)

อธิบายองค์ประกอบ

เป็นบทคัดย่อของบทความวิจัย

เนื้อหาชัดเจนตามหัวข้อ คือ purpose วัตถุประสงค์

วิธีการวิจัย research design

ผลการวิจัย findings

Implications ข้อเสนอแนะจากผลงานวิจัย