

Assessment of Learning Organization by Employees of CP ALL Company Limited

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Abstract:- Current social conditions Political economy and technology are changing rapidly. This is the result of many driving forces such as globalization. Technological advances and work style modification customer influence labor mobility including knowledge and learning make organizations must reform themselves and adapt to changing environments more quickly and better than other organizations. The organization must promote and support systematic and continuous learning. Organizations must realize and pay attention to the development and improvement of work processes to bring various knowledge. that exists in the person to apply for the benefit and strengthen the organization. Therefore, the researcher is interested in studying the assessment of learning organization by employees of CP All is a company that people can buy shares in. by collecting data from 327 employees of CP All is a company that people can buy shares and using A questionnaire as a tool. Statistics used in data analysis were frequency distribution, percentage, mean, standard deviation, t-statistic, and one-way variance. and the Pearson correlation coefficient. The results of the research showed that CP All is a company that people can buy shares in. has the policy to develop information technology systems as a tool to support learning. and operations, including Electronic document management systems are computer programs that help manage and organize digital documents. Knowledge base systems organization resource management system Electronic Personnel Management Systems Personnel Core Competency Assessment Systems electronic planning system Individual Development and Performance Evaluation and training management systems Michael J. Marquardt (1996), Davenport, T.H. & Prusak, L. (1998). The level of awareness about the operation in the 5 elements found that in the overall picture, the personnel saw that CP All is a company that people can buy shares in. has developed into a learning organization at a high level and that the personnel of the gender age education level and the different working periods had different levels of

awareness about the development to become a learning organization in all 5 elements. There is a significant relationship in the same direction as the development to become a learning organization.

Keywords:- Assessment, Learning Organization, Employees, CP ALL Co., Ltd.

I. INTRODUCTION

Research has found that in order to stay competitive, organizations need to become learning organizations. What is a learning organization, and what does it mean. The term "learning organization" was first used by Peter Senge [1] in his book *The Fifth Discipline*, which came out in the 1990s. A learning organization is a place where people always learn new things to help them achieve their goals. They work together to come up with new ideas and are always trying to improve. Everyone works towards the same goals and tries to understand the big picture.

Basically, a learning organization helps everyone learn together as a group. Learning organizations are the best places to have learning programs, whether they are done through phones, computers, or in person. These actions help people learn better on their own and as part of a group at work. They work well because they match the organization's, team's, and people's goals[2]. After studying the research, I made a model to show what makes a learning organization. This model includes three important things: the place where people learn, the ways people learn, and the people who lead the learning. These three areas are connected and affect each other. External things like politics, money, rules, and the environment can affect them. They also get help from learning.



Fig 1. A model used by organizations to keep learning and improving. We've also got some extra things, like a way to practice looking at ourselves from Lyle (2012), different ways to lead from Froehlich, Segers, and Van den Bossche (2014), and things that affect us from the outside from Gaile (2013).

CP All is a company that people can buy shares in. ("the Company") was established in 1988 by the Charoen Pokphan Group to operate the convenience store business in Thailand under the "7-Eleven" trademark. The company was given permission to use the 7-Eleven trademark by the company 7-Eleven, Inc. located in the United States. The Company does more things like collecting bill payments, making and selling food, selling and fixing equipment for stores, and letting people pay for things using smart cards. (Thai Smart Card Co., Ltd.), information technology services (Gosoft (Thailand) Co., Ltd.), logistics services (Dynamic Management Co., Ltd.), marketing services (MAM Heart Co., Ltd.), educational institution (Suksapiwat Co., Ltd.), [3] We offer services to teach and train people and also hold seminars for businesses. (Panyatara Co., Ltd. and All Training Co., Ltd.), This company called Twenty Four Shopping Co., Ltd. sells things through catalogs and online. etc. In 2013, CP All is a company that people can buy shares in. We bought a company called Siam Makro Public Company Limited that runs stores. membership-based [4] The idea of Cash and Carry trade centers and what they believe in. Through happy employees, we desire to see smiles from customers.

➤ *Vision*

We serve convenience to all communities.

➤ *Mission*

To create customer engagement with innovative products and services and to enhance good relations with the community and society.



Fig 2. CP ALL Company Limited.

➤ *Research Objectives*

The researcher is interested in studying the assessment of learning organization by employees of CP All is a company that people can buy shares in.

II. RESEARCH METHODOLOGY

The Collecting data from 327 employees of CP All is a company that people can buy shares in. and using A questionnaire is a tool. Statistics used in data analysis were frequency distribution, percentage, mean, standard deviation, t-statistic, and one-way variance. and the Pearson correlation coefficient.

III. RESULTS

The results of the research showed that CP All is a company that people can buy shares in. has a guideline for organizational development towards learning in all 5 aspects: learning component CP All is a company that people can buy shares in. emphasizes promoting and supporting the development of learning at the individual level, This text talks about two different levels: the level of a team, and the level of an organization. Organizational Components of CP All is a company that people can buy shares in. has a policy for organizational development Human Components CP All is a company that people can buy shares in. has a policy and supports personnel at all levels to develop their potential. Components of Knowledge CP All is a company that people can buy shares in. has the policy to focus on the use of knowledge and intellectual capital. and technology component CP All is a company that people can buy shares in. has the policy to develop information technology systems as tools to support learning and operations, including electronic document management systems knowledge base systems organization resource management system Electronic Personnel Management Systems Personnel Core Competency Assessment Systems electronic planning system Individual Development and Performance Evaluation and training management system according to Michael J. Marquardt (1996), CP All is a company that people can buy shares in.. and Yutthana Saetew (2004). [5] According to the results of operations in 5 elements, it was found that in the overall picture, the personnel saw that CP All is a company that people can buy shares in. had developed into a learning organization at a high level and that CP All is a company that people can buy shares in. is personnel gender, age, level of

education and the different working periods had different levels of awareness about the development to become a learning organization in all 5 elements. In addition[6], the relationship between the five components and the development to become learning organization of CP All is a company that people can buy shares in. in all five aspects are related in the same direction as the development To become an organization that is always learning. learned significantly.

IV. DISCUSSION AND CONCLUSION

The results were discovered in this study.

- Guidelines for developing the organization To become an organization that is always learning. the study found that CP All is a company that people can buy shares in. has a way of developing the organization towards learning.in the five components as follows:
 - Elements of learning CP All is a company that people can buy shares in. gives importance to with the promotion and support of learning development at the individual, team, and organizational levels which can be summarized as follows:
 - The organizational components were at a high level, but when considering each aspect, it was found that all aspects were at a high level. The average value from the highest was a vision (Vision), followed by strategy (Strategy), followed by the desired goal (Goal). The items with the lowest average were organizational culture.
 - People Components CP All is a company that people can buy shares in. a company that people can buy shares in. and encourage personnel at all levels to develop their potential. which can be summarized as follows:
 - Elements of Knowledge CP All is a company that people can buy shares in. has the policy to focus on the use of knowledge and intellectual capital. which can be summarized as follows: seeking knowledge Encourage personnel to seek knowledge from both inside and outside the organization. by establishing a service center for scientific and technological knowledge (Science and Technology Knowledge Services: STKS) which collects all forms of knowledge and databases Including public relations about training courses, lectures, or seminar topics from external agencies regularly.

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Elements of Technology CP All is a company that people can buy shares in. has the policy to develop information technology systems as a tool to support learning. And operations, including Electronic document management systems are computer-based systems designed to store, organize, and manage digital files and documents. knowledge base systems organization resource management system Electronic Personnel Management Systems Personnel Core Competency Assessment Systems electronic planning system Individual Development and Performance Evaluation, and training management systems.

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