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Establishment of Learning Organisation Structure for GIS Companies

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Do we really know what is

Learning ?

Learning

- learning within a team
- learning how to share leadership and knowledge
- learning self – development
- Learning to share the problems

Philosophs says:

- Platon : "the main duty of organisation is not protecting of personal benefits, it is protecting of common benefits among people."

- Sokrates : " managers must be virtuous."

General Reasons of Learning Organisation Necessity

- To be alive for business life
- Contention with other companies
- To be leader of sector
- To meet needs of customers
- To be active on ethics components
- To lessen faults
- To create synergy
- To raise the exprerience level of employees

Five Disciplines

- System thinking
- Personal Mastery
- Mental Model
- Shared Vision
- Team Learning

What is Learning?

The main characteristics of learnin g are:

- complex
- transformational
- natural and life-long
- multi-level
- fundamentally personal, also social
- active and interactive
- measurable
- greatly influenced by organisational factors, including leadership, cultures and structures

## Measurement of Learning Organisation Structure

- Personal ability
- Intellectual models
- Team work
- System concept
- Vision
- Work and quality development

Learning and Development

There are three indicators for learning and development;

- Employees' satisfaction

- Employees' continuance

- Employees' reproductivity

Learning and Development

Results

Employees' continuance

Employees' reproductivity

Employees' satisfaction

Employees' abilities

Technological Infrastructure

Environment of work
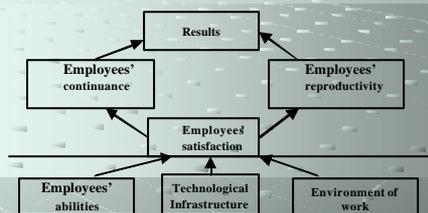
Employees' Satisfaction

- Attendance to decisions
- Appreciation of accomplishment
- Possibility of accessing to information to accomplish a specific project or work
- Efficient support coming from firm to be creative and to use initiative
- Level of supporting coming from employees
- General satisfaction in over firm

Employees' Continuance

Aim is :

- long term investment for employee
- determination of unexpected resignings as a lack for intellectual capital

Employees' Reproductivity

Performance evoluation can be described as:

- a systematic evoluation of improvement talent
- success of employee in his/her work

Learning Organisation in GIS Company

About ALFABIM

Alfabim, signed hundreds of projects in Turkey in application development, training, implementation, software counseling, system designing and management, establishment of data processing units, management automation administration by taking its location among software world leaders in 1997

Projects

Technology Projects for Police Stations:

- 911 Emergency Service Automations
- Vehicle Tracking System (VTS)
- Plate Recognation System (PRS)
- Face Recognation System (FRS)

Projects

Municipality Technology Projects

- Urban Information System
- Geographic Information System (GIS)
- Management Information System (MIS)
- Local Government Management Information System

Projects

Governor of Province Technology Projects :

➢Disaster Management Information System

➢ Performance Monitoring System For Local Authories (Beper)

Learning Organisation in Alfabim

Alfabim is investigated in 5 aspects of learning organisation structure
These aspects are:

- System Thinking
- Personal Mastery
- Mental Model
- Shared Vision
- Team Learning

System Thinking

Totally 300 questionnaires have been applied in 2 types:

❖To Managers

❖To Employees

System Thinking

Two questions to employees for manifesting of system thinking :

1. _Which department is that you work effected to ?_

   ⬤ Over all have answered as correct and this shows that first level of system thinking is alive for the company

System Thinking

2. _Are the instructions for work suitable for procedures?_

   - This question shows if there are rules for system in the work processes

System Thinking

As a result of questionnaire s

⬤ Managers evaluated the employees' aspects of system thinking as medium -3,5 points-

⬤ An orientation training for employees should be beneficial and they should take a training about the firm's projects in a whole dimension

The business process in Alfabim's projects are not well planned. So employees are not very conscious about their main works.

System Thinking

Do you think the employee in Alfabim has founders syndrome?

A suitable solution for this problem is:

- accomplishing a broader understanding of the structures
- processes of an organisation, including an appreciation for the importance of planning

Personal Mastery

Turnover rate for employee is $= \dfrac{\sum work\_time}{\sum different\_employee} = 6.8$ month/employee

Mental Model

Does related employee defend his/her own ideas on behalf or opposition of company?

- Employee doesn't realize the importance of sharing own opinions to improve the system skills

- *System skills can be improved by **working within a team** and by employees' understanding of firm mentality*

Shared Vision

Vision and mission hadn't been described by the management.

Conclusions

Necessity of GIS Companies are:

- Planning of work flow processes
- Planning before implementation
- Experimentation
- **TEAM WORKING**
- **AMBITION FOR PERSONAL IMPROVEMENT**

Thank you for your attention