

3rd World Congress on

NURSING EDUCATION, PRACTICE & RESEARCH

May 16-17, 2018 | Montreal, Canada

Development of learning organization evaluation tool for undergraduates in China

Weiyang Shan, Ru Xue, Wenzhong An, Hao Shen, Yachao Zhang and Qing Li
Chengde Medical University, China

Objective: The objective of this study was to develop an evaluation tool of learning organization for undergraduates in universities in China.

Methods: This research took Delphi method as the main research method, combined with methods of literature research and expert meetings to obtain the initial tool for evaluation of learning organization for undergraduates; then, through pre-investigation and test of reliability and validity by large sample survey, formed the evaluation tool of learning organization for undergraduates in universities.

Results: The evaluation tool includes two parts: individual performance evaluation tool and team performance evaluation tool. Each part contains five dimensions which are personal mastery, mental model, shared vision, team learning, and system thinking respectively. In addition, the individual performance evaluation tool includes 29 items, and the team performance evaluation tool includes 32 items. The instrument has been proved to have good reliability, validity and discrimination through pre-investigation and large sample investigation.

Conclusion: The evaluation tool of learning organization for undergraduates can be used as an effective instrument for the investigation of the status quo of universities' learning organization and the evaluation of undergraduates' learning organization.