



Factor Analysis of the Effective Factors on the Intention of the Employees of Governmental Companies in Utilizing Electronic Learning System in In-Service Education Courses (Case Study: Meyar Sanat Khavarmiyaneh Co.)

¹Razieh Ghaheri, ²Manijeh Ahmadi, ¹Masoumeh Abdi

¹Shahid Beheshti University, ²Allameh Tabatabaee University (Iran)

Razieh.ghaheri@gmail.com, manijehahmadi@gmail.com, Abdi_m56@yahoo.com

Abstract

Electronic learning is considered as a new topic which was discussed in the Iranian governmental companies. The thing that has always been considered as a question by experts and specialists of management learning issues was establishment manner of this kind of learning in the relevant companies, because the results of the comparison of electronic learning with traditional methods show that capacity of virtual learning are more efficient, scientific, fast and low-cost. These results encouraged the most of countries to establish this learning system in governmental companies.

According to the results, occupational needs and attitude of the employees, organizational culture and provision of software and hardware infrastructures and bases are considered as one of the effective factors of the intention of using electronic learning system from the employees' point of view. Factor analysis of the effective factors in success of electronic learning system showed that these factors can be divided in two categories: individual and organizational. Other results indicated that attitude of the employees and organizational culture has a direct and meaningful impact on their occupational needs. Furthermore, these results showed that occupational needs and organizational culture has a direct and meaningful impact on provision of software and hardware bases. Moreover, according to results, the employees' attitude has a direct and meaningful impact on organizational culture. Also, the employee' attitude has a direct and meaningful impact on provision of software and hardware bases.