

A Learning Culture for Organizational Effectiveness

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Introduction:

- The overall aim of conducting the study was to investigate the impact of a learning culture on the HR outcomes of an organization.
- Organizational effectiveness is an important outcome for all global firms, especially those that operate in competitive markets.
- This project delved deeply into the learning culture of a parent organization to determine aspects of lessons that a newly acquired company currently operating under the brand of the parent organization can learn.

Approach:

- Qualitative research approach
 - Research is ideal when the study takes place within a social setting, where people have interactions for common social purposes.
- Extensive review of scholarly literature to develop a deeper understanding of how a learning culture

Major Literature Cited:

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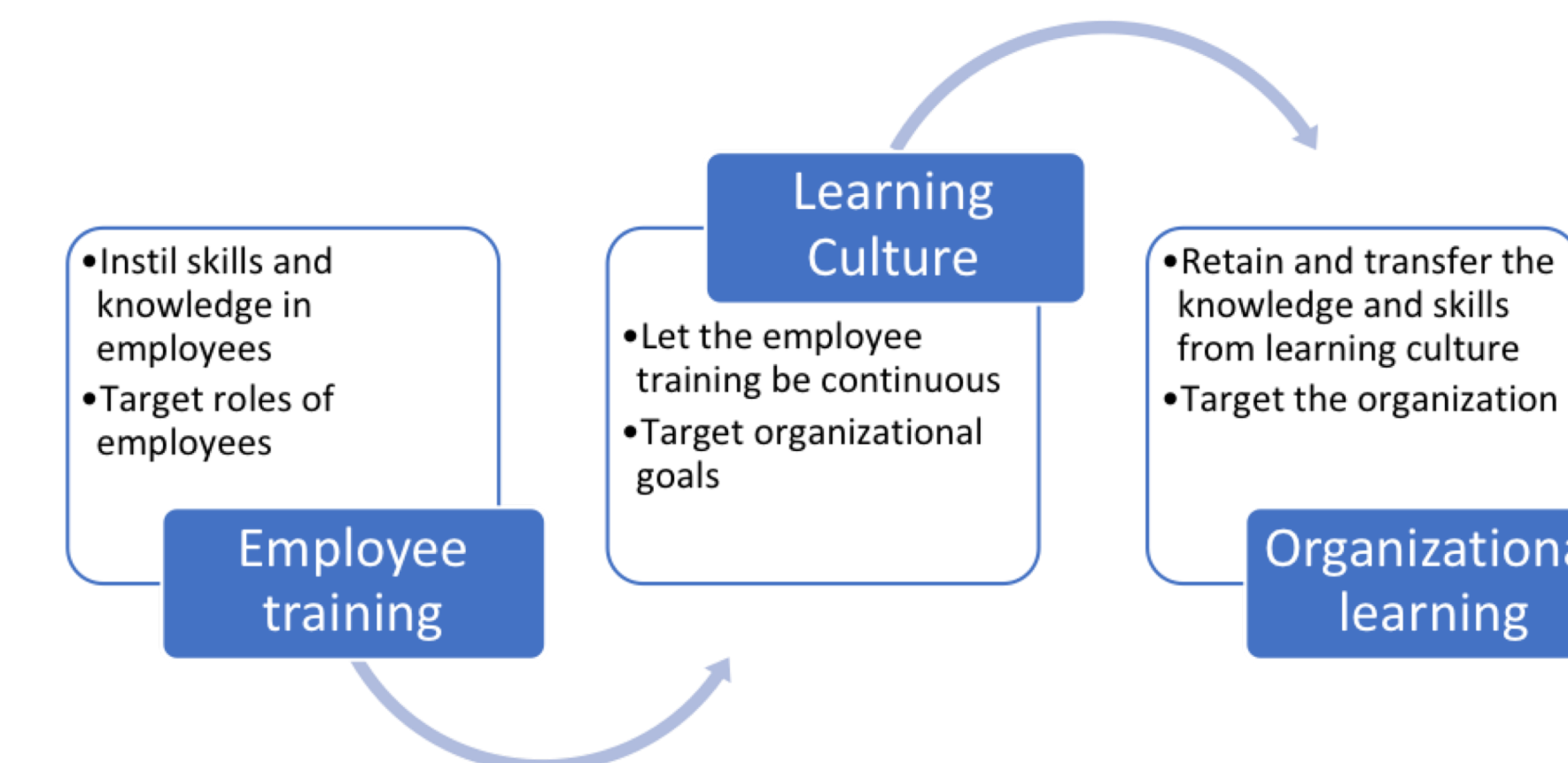
Results:

Three main themes were set to investigate how learning culture impacts on organizational effectiveness.

- The first theme revealed that the newly acquired company has limitations of the employee training programs that include that they are not regular, lack the right quality, and are not linked to the broader goals of the organizations in which they are used.
- The second theme of the study was to find out the innovations that the parent company of the newly acquired company puts in place in its training programs that help to transform it into a learning culture.
- Thirdly, the company provides the right resources and technology needed to transform the training programs and make them more efficient.



- Most companies in modern era face a combination of cultural, operational and developmental issues, and to correct any one of them it will require full organizational commitment.



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Hook 'em!

Further Information:

For more information on this study please contact John M. Perez at (224) 234-7698 or at johnmperez1@gmail.com

Conclusions:

- The conclusion that emerges from this theme is that instituting a learning culture does not happen by accident but by carefully planned and executed mechanisms including the use of right training content, teaching methods, high frequency, and providing the right learning environment and resources.
- Some of these HR outcomes are employee engagement, employee motivation, employee productivity, and employee behavior.
- The effectiveness of the company can be linked directly with the outcomes that the employees or the human resource of the company exhibits. For example, when there is high engagement by employees and they employees are motivated to attend to their duties, this helps in making the operations of the company run smoothly and thereby cashing a positive shadow of how it is perceived by its clients and even competitors.

Future Research:

Going into the future, it is suggested that future researchers should delve deeper into this topic by using primary data collection methods to investigate the actual factors that act as challenges in making it difficult for new acquisition to adopt a learning culture as quickly as possible.