

**RELATIONSHIP BETWEEN ORGANIZATIONAL FACTORS  
AND ORGANIZATIONAL LEARNING**



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# 1. Letter of Report Submission

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Sir,

## **TRANSMITTAL OF RESEARCH PAPER**

With reference to above said, we enfold herewith our research paper entitled **“RELATIONSHIP BETWEEN ORGANIZATIONAL FACTORS AND ORGANIZATIONAL LEARNING”** in semi-fulfillment of requirement for Research Management Institute (RMI), Universiti Teknologi MARA.

We hope this research paper does satisfy the university’s requirements.

Thank you.

Yours sincerely,

**SYAHRUL NADWANI ABDUL RAHMAN**

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## **5. Report**

### **5.1 Proposed Executive Summary**

Workplace learning is vital. Even routine practices such as strategic environmental assessments can provide a springboard for learning and the emergence of hybrid practitioners can mobilize new networks (Crawford, 2010). Individual learning and the organizational ability to tap into that knowledge are thought to be important to an organization's success. Englehardt and Simmons (2002) believed that the importance of learning to organizational performance has, among other things, been cited as a key element of flexible capabilities. This study is conducted to examine the relationship between organizational factors namely staff interaction, technology facilities and rewards as independent variables, with the dependent variable which is organizational learning. In order to measure the level of organizational learning, four dimensions that will be utilized are (a) detection and correction of error; (b) modification of routine and behaviour; (c) improvement of capability; and (d) development of new knowledge. This study is carrying out on UiTM Terengganu Staffs. Approximately 254 staffs in the campus will become the subject of the study. The descriptive analysis of mean range is used to assess the level of all dimensions for organizational factors and organizational learning. Meanwhile Correlation and Regression analysis is used to examine the relationship between organizational factors and organizational learning. Hopefully, after implementing this research it will help the organization to give more attention on the factor that encourage the learning process in the organization as well as to better developed and enhance the other factor that might be contributed to the organizational learning, so that, the organization will always obtains knowledgeable workers and competitive working environment. It also could be linked to the investment that organization has made in order to provide the workers with training and development program in respect of training effectiveness.

## 5.2 Enhanced Executive Summary

This study is conducted to examine the relationship between organizational factors namely staff interaction, technology facilities and rewards as independent variables, with the dependent variable which is organizational learning. In order to measure the level of organizational learning, four dimensions that will be utilized are (a) detection and correction of error; (b) modification of routine and behaviour; (c) improvement of capability; and (d) development of new knowledge. This study is carrying out on UiTM Terengganu Staffs. Approximately 263 staffs participated in this study. The results indicate that those three dimensions in the organizational factors namely staff interaction, technology facilities, and rewards are at the good level with the average mean scores are 4.2382, 3.8802, and 3.4499 respectively. It can be concluded that staff interaction can give more influence towards organizational learning among individuals compared to the other dimensions. Based on the results of the analysis, the overall mean value for the level of organizational learning among staff at UiTM Terengganu is 4.1580. As stated in the Table 4.13, the level of organizational learning at this organization is high. The correlation coefficient between staff interaction and organizational learning is 0.836 with the significance value of .000. The strength of association for these two variables is positively strong relationship ( $r=0.836$ ,  $p<0.01$ ). Another finding indicates the correlation coefficient value of 0.580 ( $r=0.580$ ,  $p<0.01$ ) between technology facilities and organizational learning. It shows that these two variables have a positive moderate relationship at the .000 significance level. Last but not least, the results show the correlation coefficient value of 0.272 and significance at .000 ( $r=0.272$ ,  $p<0.01$ ) for the relationship between rewards and organizational learning. This indicates that the association between rewards and organizational learning is weak but has a definite relationship.