

**THE FACTORS THAT INFLUENCES ORGANIZATIONAL  
LEARNING IN HIGHER EDUCATION INSTITUTION**

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## **ABSTRACT**

Nowadays, the main key of industry to compete with each other is no longer based on resources but rather the distribution and utilization of knowledge in the organization itself. Thus, an organization need to learn and develop in order to ensure the organization might perform well and respond to change. Organizational learning is very important to be practice in an organization. Based on an article by George Hillston, there are some critical challenges that an organization will facing in process of organizational learning such as challenges with goals, turnover and support. The objectives of the study is to identify the factors that influence organizational learning. Therefore, the aim of this study is to foresee the factors as organizational structure, leadership and organizational culture that could influences organizational learning in higher education institution. For the analysis, primary data collected using questionnaire. The result revealed that there is significant relationship of organizational structure and organizational culture with organizational learning while leadership has no significant relationship between organizational learning.