

**A STUDY ON THE RELATIONSHIP BETWEEN
ORGANIZATIONAL LEARNING AND ORGANIZATIONAL
COMMITMENT AT NIAGA GLOBAL, CHERAS, SELANGOR**

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ABSTRACT

This research discussed on the relationship between Organizational Learning and Organizational Commitment at Niaga Global. The study aims to investigate the relationship between organizational learning which is motivation, leadership, innovation and teamwork with organizational commitment among staff at Niaga Global Cheras, Selangor. Based on the previous researches, lack of organizational learning can give an effect for the organizational commitment. According to Hatane, S. E. (2015), when the application of learning organization is use in the organization, it will lead to increase employee ability and to adopt the changes of innovation in the organization.

For the methodology, due to the number of population at Niaga Global, there is no sampling techniques apply for this study. All the employees were chosen to be the respondent for this study.

From the finding on this research, the highest factor of organizational learning at Niaga Global is teamwork (22.9500). Meanwhile for the relationship there is strong and positive relationship between two variables. The highest relationship between two variables is innovation and organizational commitment with value $r (=0.906)$. In a conclusion, these studies have accomplished the objectives that investigating this research.

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CHAPTER 1

INTRODUCTION

Background of Study

Organizational learning refers to the process of developing, pertaining, and transforming knowledge within an organization. Organizational learning can support the organizations to develop, transform and integrate knowledge and experience. The ability of organizational learning is referring to the organizational characteristics that related with learning process (Gomes, G., & Wojahn, R. M. (2017). Therefore, the organizational learning can help to maintain and improve the knowledge and skills in developing the products and services towards their worker.

According to Mehrabi, J., Jadidi, M., Haery, F. A., & Alemzadeh, M. (2013) organizational commitment refers to the member's market and outcome. Besides, organizational commitment also is a psychological status that individuals to achieve about goals and motivation. Therefore, organizational commitment is important for the organization to figure out whether their employer and employee will become effective or continuous commitment towards the organization.

According to Golmoradi, R., & Ardabili, F. S. (2016), the criteria of organizational learning process are including with the changing of knowledge, the increasing of possible limitations and the changing of mentality. Therefore, if the organization at high level of organizational learning the employee and employer in the organization can continuously increase their skills and knowledge to create good results and commitments.

Therefore, the previous research show that the ability of organizational learning is important towards the organization to improve their products and services and make their employee and employer continuously commitment to the organization. Lastly, organizational learning characteristics is relating to the organizational commitment and the organizational effectiveness that contribute to the organization success.