

UNIVERSITI TEKNOLOGI MARA

**THE RELATIONSHIP BETWEEN
LEARNING ORGANIZATION AND
READINESS FOR CHANGE:
A CASE STUDY AMONG FEDERAL
AGENCIES IN SARAWAK, MALAYSIA**

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ABSTRACT

The purpose of this study is to determine the relationship between learning organization with civil servants readiness for change among federal agencies in Sarawak and the effect of age in moderating the relationship of learning organizations dimensions and readiness for change. Pearson correlation, multiple regression analysis, moderated hierarchical regression and one-way ANOVA were used for hypotheses testing while mean and standard deviation utilized to evaluate perceived level of learning organization and readiness for change. The sample consisted of various federal agencies in Sarawak and 414 employees. Random sampling technique was employed. The study questionnaires consist of four sections. Section one elicits demographic background information, section two assesses the learning organization, section three assessed employees readiness for change and section four consist open-ended questions. Two types of hypotheses were tested, null hypothesis and alternate hypothesis. These hypotheses tested variables relationship and influence. The results show that learning organization and readiness for change level as high. In addition, age found to significantly moderate the relationship and learning organization dimensions significantly influence readiness for change in civil servants.

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