



**FACTORS INFLUENCING ORGANIZATIONAL LEARNING IN GOVERNMENT-
LINKED COMPANIES IN MALAYSIA**

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ABSTRACT

This research study aims at identifying the factors influencing organizational learning in government-linked companies. Specifically, the study seeks to determine the influence of employee involvement, organizational culture, training and development and top management support on organizational learning. This study adopted a survey research strategy. Data for the study has been collected primarily through questionnaire. 80 questionnaires were distributed to the employees of J-Biotech Holdings Sdn. Bhd, Johor Bahru but only 76 were returned back. The study has adopted descriptive statistics analytical techniques to analyse the variables, using Statistical Program for Social Sciences (SPSS). Descriptive analysis has also been used to summarize data in this study in order to examine the demographic questions of respondents. Pearson Correlation Analysis is used to measure the strength of the relationship between independent and dependent variables, while multiple regressions is used to test the hypothesis whether it is accepted or rejected. The result showed that training and development, and top management support have significant relationships with organizational learning, whilst employee involvement and organizational culture have insignificant relationships with organizational learning.

Key words: organizational learning, employee involvement, organizational culture, training and development, top management support

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