

UNIVERSITI TEKNOLOGI MARA

**ENCULTURATION OF ORGANIZATIONAL
LEARNING FOR DEVELOPING
INDIVIDUAL'S COMPETENCY:
A CASE STUDY OF LEMBAGA KEMAJUAN
TERENGGANU TENGAH (KETENGAH)**

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ABSTRACT

The purpose of study was to know the relationship between element of Organizational Learning and the Individual's Competency among staffs who works at the Lembaga Kemajuan Terengganu Tengah (KETENGAH). This study involves 201 samples of staff that who were working at the KETENGAH Headquarter and five (5) office branches. Set of questionnaire has been distributed to collect data. The data was analyzed by using the IBM Statistical Package for Social Science for Windows Version 20.0 (SPSS). It is including descriptive and inferential statistical such as mean score, frequency and percentage. Analysis of 201 responses using Pearson Correlation analysis revealed that there is a significant relationship between among independent variables toward to competency. The relationship between element of Organizational Learning and the competency effect indicated the significant value. However, the overall findings shown that the purpose of this study is beneficial for decision maker in KETENGAH on evaluating the staffs' competence factor. There were some limitations that have been identified underlying in this research investigated. From the research limitation described, it is proposed that future research to be carried out in order to cover the research area more thoroughly. In generally, this study found that KETENGAH been working towards the completion of the runway to make the organization as a learning organization.

Keyword: *Organizational Learning, Competency*

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