

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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TABLE OF CONTENTS

	Page
AUTHOR'S DECLARATION	iii
ABSTRACT	iv
ACKNOWLEDGEMENT	v
TABLE OF CONTENTS	vi
LIST OF TABLES	viii
LIST OF DIAGRAM	x
LIST OF CHART	x
CHAPTER 1	
INTRODUCTION	
1.1 Background of the Study	1
1.2 Statement of the Problem	4
1.3 Research Objectives	10
1.4 Research Question	10
1.5 Significance of the Study	12
1.6 Limitation of the Study	13
1.7 Definitions of Terms	14
1.8 Organization of Chapters	16
CHAPTER 2	
LITERATURE REVIEW	
2.1 Preamble	17
2.2 Learning	17
2.3 Competency in Organization	18
2.4 Organizational Learning	21
2.5 Learning Organization	23
CHAPTER 3	
METHODOLOGY	
3.1 Preamble	25
3.2 Research Design	25
3.3 Variables	26
3.4 Theoretical Framework	27
3.5 Sampling Design	27
3.6 Sampling Frame and Research Population	28
3.7 Sampling Technique	28
3.8 Sample Size	28

3.9	Unit of Analysis	29
3.10	Instruments	31
3.11	Reliability and Validity	34
3.12	Data Collection Procedures	34
3.13	Data Analysis	35
3.14	Summary	42

CHAPTER 4

FINDINGS AND DISCUSSIONS

4.1	Preamble	43
4.2	Pilot Study	43
4.3	Survey Return Rate Analysis	44
4.4	Frequency Distribution	44
4.5	Correlation Of Coefficient	51
4.6	T-Test Analysis	53
4.7	Kruskal-Wallis Analysis	54
4.8	Analysis of Variance (ANOVA)	55
4.9	Analysis Of Findings	57
4.10	Summary of Result	66

CHAPTER 5

CONCLUSION AND RECOMMENDATIONS

5.1	Preamble	67
5.2	Discussion	67
5.3	Recommendations	72
5.4	Suggestion For Future Research	74
5.5	Conclusion	75

BIBLIOGRAPHY	77
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APPENDIXES

A	Questionnaires
B	Demographic Profile
C	Mean And Standard Deviations
D	Reliability Analysis Result
E	Correlation of Coefficient
F	Multiple Regression Analysis
G	Correlation Coefficient of Age, Gender, Management Level and Job Position Between Competency