

**IMPACT OF INDIVIDUAL LEARNING, ORGANIZATIONAL
LEARNING AND INTERPERSONAL LEARNING ON
EMPLOYEE'S INNOVATIVE PERFORMANCE**

By:

Wajahat Siddiqui

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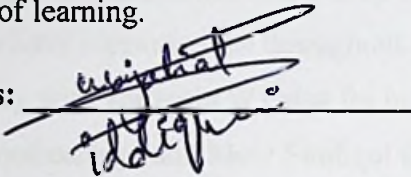
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I, hereby, declare that no portion of the work referred to in this thesis has been submitted in support of any application for another degree or qualification of this university or any other institution of learning.

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Reg No: 35868

ABSTRACT

Purpose

The purpose of this research study is to determine the components of Organizational Learning, Interpersonal Learning and Individual Learning currently being implemented at Unilever Pakistan & to analyze the impact of these components on the performance of employees.

Methodology/Sample

The nature of research is descriptive and quantitative. A well-structured questionnaire was used as research instrument for the collection of primary data. Using SPSS software: Cronbach Alpha, Pearson Correlation, Regression and Co-efficient Correlation tests were applied. Data was collected from managerial employees of Unilever. Target population is 1,450 and as per Morgan, 1970 table, sample size is 302.

Findings

The analysis of data reveals that Organizational Learning, Interpersonal Learning and Individual Learning elements of HRM applied in this thesis are accounted for Unilever Pakistan and it is found that there is a significant impact of these components on the Innovative performance of its employees. Out of three, only two hypothesis are accepted that pertains to Individual Learning and Organizational Learning however hypothesis of Interpersonal Learning is rejected as per the data acquired.

Practical Implications

This research study proves that these components help to improve the prospects of employee's Innovative Performance. Overall, the employees are contended to a larger extent with the training and development components being applied within the organization. In order to achieve a boost in the Performance of employees, a better institutionalizing of other components and elements should be implemented.

Keywords

Training needs assessment, Training environment, Training content, Trainer's competencies, Training methods, Training program's evaluation, and Employee Innovative Performance.

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