

Impact of organizational learning on Organizational Effectiveness
“ engineering sector perspective ”

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Abbreviations

HRM: Human Resource Management.

ISO: International Organisation for Standardization.

NESPAK: National Engineering Services Pakistan (Private) Limited.

OL: Organisational Learning.

RBV: Resource-based View.

SCA: Sustained Competitive Advantage.

SHRM: Strategic Human Resource Management.

Executive Summary

Developments in the field of strategic management have originated much debate on linking business strategies to organisational objectives. The current debate among business practitioners and academic researchers is to achieve higher business performance through efficient use of its human resources. RBV of the firm, learning organisation and knowledge management has added weight to HRM. There is consensus among academic researchers that the way firms can learn and achieve their objectives is interlinked, and HRM practices can nurture employees' commitment towards learning in the organisations that will result in SCA to the firm. The present study is aimed at identifying HRM practices that would promote learning in organisation for its competitive advantage.

The objectives of this research have been obtained by conducting primary research in the engineering sector of Pakistan and analysing the statistical results with prior theories in the literature. A conclusion is reached upon on the basis of the outcome of this research and recommendations have been suggested.