

MANAGEMENT OF ORGANIZATIONAL LEARNING TO ENHANCE ORGANIZATIONAL COMPETENCIES DEVELOPMENT IN MANUFACTURING INDUSTRIES

ROMANUS C. IWUANYANWU¹, KAVEH SHAMSA² & BHASKAR SINHA³

¹Argosy University, Orange, California, USA

²Argosy University, Orange, California, USA

³National University San Diego, California, USA

ABSTRACT

Researchers and managers have always been interested in searching different avenues to understand credible sources to gain competitive advantage for organizations. In most cases, the focus in these efforts have been directed to the organization's external environment, the opportunities and threats, and the internal environment, the strengths and weaknesses of the organization. The internal strengths, resources, and capabilities available to the organizations are the competencies which can be described as the attributes underpinning the behaviour of any organization. Using the data acquired from the manufacturing segment of Transnational Corporation (Transcorp), Plc. in Lagos, Nigeria, Africa, this research examined the influence of the management of organizational learning. The research was quantitative and regression analysis was used to determine the correlation between the variables. Cronbach's alpha was determined in each section of the research to test the internal reliability of the questions and the data. This study concludes that organizational learning and its management has positive effect on organizational competencies development in manufacturing enterprises.

KEYWORDS: Discontinuous Innovation, Disruptive Innovation, Knowledge Management, Organizational Competencies, Organizational Learning, Product to Market