

THE STRATEGIC IMPORTANCE OF LEARNING ORGANIZATION – A FRAMEWORK FOR HUMAN RESOURCE DEVELOPMENT

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Abstract: Learning and intelligence are multi-dimensional concepts that cannot be determined with a single measure. Much as individuals learn in different ways (Kolb, 1974) too with organizations. To some extent, differences are a function of the diverse environments in which organizations must operate. Learning Organizations develop as a result of the pressures facing modern organizations and enables them to remain competitive in the business environment (McLean, 2006). Elaborated by Arie deGeus (1988) and Peter Senge (1990), the Learning Organization is a template for an organization that continually creates its future by adapting to environmental change.

Keywords: learning organization, human resource

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