

The Impact of Learning Organizational Culture on Organizational Effectiveness: Work Engagement as a Mediating Mechanism

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ABSTRACT

This study examines the effect of learning organizational culture on organizational effectiveness. The study also explores the role of employee work engagement as the intervening mechanism in the learning organizational culture-work engagement association. Results based on the data collected from the manufacturing and services sectors in India provide support for our hypothesized model. We found that organizational effectiveness is positively affected by learning organizational culture, and that employee work engagement mediates this relationship. Our findings provide an essential building block in the research of learning organizational culture, work engagement, and organizational effectiveness. By considering the driving factors of organizational effectiveness, firms can formulate effective strategies to ensure a stronger learning culture in the workplace to stimulate work engagement maximizing effectiveness.

Keywords: Learning organizational culture, Work engagement, Organizational effectiveness

