

## **Assessing the Impact of Learning Culture on Organizational Outcomes: A Case of Miami Exports (PVT) LTD**

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Learning and development has become inevitable in order to survive in today's changing environment. Thus, learning and development has become a critical concept for researchers. However, previous studies have failed to clearly stress on its impact on organizational outcomes. Hence this study addresses the problem of "what is the impact of learning culture on organizational outcomes". Its main focus is to identify the impact of learning culture on employee retention and employee motivation. This is an exploratory study which analyzes using a qualitative approach. It is conducted as a holistic case study based on Miami Exports (Pvt) Ltd in Sri Lanka. The target population for the research is the employees of Miami Exports and 25 employees who worked in the Homagama branch was selected as the sample. The research findings clarifies that there is a direct impact of learning culture on retention however the impact on motivation is not much apparent.

**Keywords:** *Learning Culture, Human Resource Development, Competitive Advantage, Employee Motivation, Employee Retention*

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