

Impact of Perceived Organizational Learning Culture on Employee Wellbeing

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The purpose of this study is to identify the impact of perceived organizational learning culture on employee wellbeing. In addition to that, this study intends to contribute to fill the knowledge gap by looking into the relationship between perceived organizational learning culture and employee wellbeing. Although the between perceived organizational learning culture and employee wellbeing established in western literature, very few studies have examined these with organizational learning culture in Sri Lankan context, especially in finance industry. This study explored the relationship and examined the influence of perceived organizational learning culture on employee wellbeing among the employees who work in the selected company. This research follows the deductive research approach. The study was conducted using survey research strategy and quantitative research method. Sampling technique was used to calculate the sample size. Accordingly, sample size was 109 observations and used primary data as the data source, data collection was done through a self-administrated questionnaire. A google form was created and distributed to collect data. The statistical package for Social Science (SPSS), version 23.0 was used as the tool for the data analysis and both descriptive and inferential statistics namely correlation and regression were used to analyze data. The results indicate that perceived organizational learning culture has a significant positive effect on Employee wellbeing.

Keywords: *Organizational learning culture, Employee wellbeing, Finance Industry, Sri Lanka*

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