

Assessment of the Effect of Human Resource Development on Organizational Learning: Evidence from Selected Service firms in Rwanda.

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Abstract:

The purpose of this paper was to assess whether Human resource development (HRD) enhance organizational learning (OL) in Rwanda taking medium and large selected service firms as evidence. To establish the relationship between HRD and OL in Rwanda, the study adopted descriptive research design. The study also used descriptive approach to describe HRD and OL. Qualitative approach was adopted, specifically phenomenological method to take into account the human experience. In order to achieve the aim of the study, both primary and secondary data were collected. The primary data was collected from 98 firms in service sector using a questionnaire administrated to one respondent from each firm while the second was collected using documents containing the information related to the study. For data analysis, both statistical and numerical analysis where SPSS as analysis tool were used. To establish a relationship between study variables, a multi regression was used while descriptive statistics was used to interpret, test of normality was done by using S. Kolmogorov, correlation was computed to establish the relationship between two variables by using Pearson correlation. For multivariate analysis, the researcher applied the multiple linear regression model. The results revealed that Human resource development enhance positively organizational learning. HRD influences individual behaviors which results to OL, training, employee's development and Coaching facilitate the influence of HRD on organizational learning.

Keywords: Attitude, Innovation, Knowledge, Performance, Skills.