

PREFACE

Organization refers to a social system that gathers individuals for specific purposes to achieve effective organizational functioning, as well as helping an organization to survive in an increasingly dynamic and complex environment. Organization can become simultaneously effective and efficient if there is conscious and continuous learning. Thus, it is necessity to improve the organization, in the form of designing learning organizations that are capable to meet the challenges of dynamic and complex environment.

All successful people are learners; likewise, successful organizations too are learning organizations. Successful people have the ability to and are prepared to change and adapt with environment. This means that organizations must be kept on their toes, in order to maintain adaptability and flexibility in an ever-changing world, the importance of learning organization as a strategy for adaptation is impossible to overstate. In order to cope up with the changing world we must change our activities and ideas.

Learning Organization views challenges as an opportunity to become more effective, flexible and responsive. Therefore, organizations need to discover with the how to tap people's commitment and capacity to learn at all levels. Here, HR Professional play crucial role to attract, retain, nurture and engage people who foster a sense of purpose, develop unique strategies, attract other committed people, have an ability to innovate and view work environment as a continual learning structure.

In today's era, it is necessity of an organization as well as for HR Professional to study these areas to find out the relationship between learning organization, employee engagement, retention and job satisfaction.