

Organizational learning as a contributor to work performance in Airlines Industry, Malaysia

ABSTRACT

To investigate the relationship between organizational learning and work performance among employees in the Airlines Industry of Malaysia. Quantitative research reveals 194 employees in Malaysia's Airline Industry. Purposive sampling was used to collect data, and SPSS 26.0 and SmartPLS 3.0 were used to analyze the results. 1. There is a significant relationship between organizational learning and task performance with $\beta=0.696$, $t=9.857$, and $p<0.05$, 2. There is a significant relationship between organizational learning and contextual performance with $\beta=0.776$, $t=11.902$, and $p<0.05$. The study sample includes employees from MAB, AirAsia, Firefly, and Malindo Air. The study's research methodology can guide an academician interest in discovering knowledge in similar areas, such as the Airlines Industry. The study's findings will help organizations improve their ability to alter and learn to improve their performance. It will also assist the organization in better understanding organizational learning that should be implemented in the organization. The outcome will help the organization become a baseline or a set of guidelines for future organizational learning strategies. The paper establishes a link between organizational learning and work performance in the Malaysia Airlines industry. It will assist top management in developing their strategic plans and policies, particularly in training and development.