

Identify the culture which facilitate transformation into a
learning organization

A case study of Pakistani Banks



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ABSTRACT

The purpose of this study was to identify the variables that facilitate a culture that transforms banks into learning organizations. 5 different variables were identified that include shared vision, knowledge and information sharing, team work, leadership and innovation. Primary data was collected from various banks within Rawalpindi, Islamabad by distributing questionnaires with questions related to each variable or dimension. Our results conclude that all of the five variables do exist in organizations and there is a strong relationship in all of them. The existence of each variable encourages a learning culture and facilitates the transformation of banks into learning organizations.

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MBA RESEARCH THESIS

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