

Impact of Organizational Learning Climate on Innovative Work Behavior (With Special reference to the Middle Level Employees in Apparel Industry Sri Lanka)

H.D.S.A. Thilakarathna, J. Sutha and Y.M.C. Gunaratne

Department of Management Sciences, Uva Wellassa University, Badulla, Sri Lanka

In recent times, innovative work behavior is the most important component in achieving competitive advantage. According to scholars, innovative work behavior is an essential part of the organization to sustain within the complex environment. However, limited research attention has been given in identifying the impact of organizational learning climate on innovative work behavior. Therefore, this research is conducted in order to identify the relationship and impact of organizational learning climate on innovative work behavior. By considering the above objectives, a model was constructed to identify the existing level, relationship and the impact between organizational learning climate and innovative work behavior and relative contributing factor of organizational learning climate dimensions on innovative work behavior. Data were collected across 3 major apparel leading manufacturers within Sri Lanka based on LMD ranking 2017 using convenient sampling technique. The Sample consisted of 120 middle level employees from 3 major apparel leading manufacturers. Data were analyzed by using Descriptive Statistics, Pearson Correlation analysis, and Simple and Multiple Regression analysis. Results concluded that impact of organizational learning climate significantly and positively impacts on innovative work behavior. The results of the study will be useful for practitioners and managers as this will drive them to alter or enhance the policies. This study also suggests some future research areas for further studies.

Keywords: Organizational learning climate, Innovative work behaviour, Apparel industry, LMD ranking, Middle level employees