

**ORGANISATIONAL LEARNING IN IGANGA PARENTS' SECONDARY SCHOOL**

**BY**

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## **ABSTRACT**

The research study attempts to examine Organizational learning at Iganga Parents secondary school (IPSS); Nature of organizational learning, challenges associated with Organizational learning at IPSS and strategies to manage challenges associated with organizational learning at the IPSS.

The researcher used a quantitative research design and selected 56 respondents. Convenient sampling was used in the study, close ended questions were used in collecting data. The researcher further analyzed data using SPSS to compute frequencies, percentages, means and standard deviation in relation to the study objectives. The study findings revealed that Organizational learning is relatively good. Most respondents agreed that holding meetings to discuss its activities, using teamwork for learning purpose, encouraging employees to create synergy by sharing knowledge and ideas, trying out new ways of working with employees, identifying, gathering, and applying new knowledge all the above improves organizational learning at Iganga Parents secondary school. The study represents challenges related to organizational learning at Iganga Parents secondary school such as; Employees are not sufficiently involved in decision making, employees are not aware of the learning values, negative attitudes towards learning for change, lack of strategic leadership, this has hindered organizational learning at the school, lack of organizational support at the school, there is no room for staff to express their ideas, organizational learning is lacking because of poor communication all are challenges of Organizational learning at Iganga Parents secondary school. The study findings identify strategies. IPPS should implement to manage organizational learning in the school; such as promoting participatory decision-making, monitoring and evaluation of the school, flexibility through giving employees autonomy, tolerating their mistakes among others, developing a culture of shared vision and mission among its staff to promote organizational learning. Management of schools should provide support to their staff to promote organizational learning through trainings for further education, allowing employees time to study, rewarding innovative ideas among others, effective communication among staff to promote and sustain organizational learning.