

**THE IMPACT OF PERCEIVED LEARNING ORGANIZATION
ON EMPLOYEES' INNOVATIVE BEHAVIOR AT
WORKPLACE AND THE MEDIATING ROLE OF WORK
ENGAGEMENT IN MANMUNAI NORTH DIVISIONAL
SECRETARIAT, BATTICALOA**



BY

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ABSTRACT

Managing the energy conservation has become a most important phenomenon in Employees' Innovative Behavior(EIB). Majority of the organizations in Sri Lanka are experiencing employees' performance as an effective variable where it represents dimensions that employees ensure. This research's purpose is to determine the impact of Perceived Learning Organization(PLO) on Employee's Innovative Behavior(EIB), and the mediation effect of Work Engagement(WE) between the relationship of Perceived Learning Organization(PLO) and Employee's Innovative Behavior(EIB). Besides, Work Engagement was also observed as a mediating variable in the relationship between Perceived Learning Organization(PLO) and Employee's Innovative Behavior(EIB).

Thus, the present study was conducted with the aim of investigating The Impact of Perceived Learning Organization(PLO) on Employees' Innovative Behavior(EIB) at workplace and the mediating role of Work Engagement(WE) of organization employees at Manmunai North Divisional Secretariat Organizations, Batticaloa. The study is mainly considering the primary data. The data were collected through a self-administrated survey method with the use of closed structured questionnaire from 200 respondents of selected organizations' employees. The study used bivariate and linear regression analysis techniques in order to analyze the data and find the results of the study objectives. The findings of the study revealed that the WE have a strong positive relationship with EIB, PLO has a medium negative relationship with ICE and PLO has a medium negative relationship with WE. Moreover, WE mediate the relationship between PLO and EIB at workplace among the selected organization employees in Batticaloa. The findings of the study have various implications for other organizations.

Keywords: Perceived Learning Organization, Work Engagement and Employees' Innovative Behavior.

TABLE OF CONTENTS

ACKNOWLEDGEMENT	I
ABSTRACT	II
TABLE OF CONTENTS	III
LIST OF TABLES	IX
LIST OF FIGURES	XI
LIST OF ABBREVIATIONS	XII
CHAPTER 1	1
INTRODUCTION	1
1.1 Background of the study.....	1
1.2 Research Problem / Research Gap.....	3
1.3 Research Questions.....	5
1.4 Research Objectives.....	5
1.5 Significance of the study.....	6
1.6 Scope of the study.....	7
1.7 Organization of Chapters.....	7
1.8 Chapter Summary.....	8
CHAPTER 2	9
LITERATURE REVIEW	9
2.1 Introduction.....	9
2.2 Employees' Innovative Behavior.....	9
2.2.1 Summary of literature of "Employees' Innovative Behavior".....	11
2.3 Perceived Learning Organization.....	12
2.3.1 Summary of literature of "Perceived Learning Organization".....	15
2.4 Work Engagement.....	16
2.4.1 Summary of literature of "Work Engagement".....	17
2.5 Relationship between Perceived Learning Organization and Employee's Innovative Behavior in workplace.....	18
2.6 Relationship between Perceived Learning Organization and Work Engagement in workplace.....	19
2.7 Relationship between Employees' Innovative Behavior and Work Engagement in workplace.....	19

2.8 Work Engagement mediates the relationship between Perceived Learning Organization and Employee’s Innovative Behavior in workplace.....	20
2.9 Impact between Perceived Learning Organization and Employee’s Innovative Behavior in workplace.....	21
2.10 Impact between Perceived Learning Organization and Work Engagement in workplace.....	21
2.11 Impact between Employees’ Innovative Behavior and Work Engagement in workplace.....	21
2.12 Impact Work Engagement mediates the relationship between Perceived Learning Organization and Employee’s Innovative Behavior in workplace.....	22
2.13 Chapter Summary.....	22
CHAPTER 3.....	23
CONCEPTUALIZATION AND OPERATIONALIZATION.....	23
3.1 Introduction.....	23
3.2 Conceptualization.....	23
3.3 Conceptual Framework.....	24
3.4 Definition of Key Concepts and Variables.....	24
3.4.1 Perceived Learning Organization.....	25
3.4.2 Employees’ innovative behavior.....	25
3.4.3 Work engagement.....	25
3.5 Operationalization.....	26
3.6 Theoretical Framework.....	28
3.6.1 Absorptive Capacity Theory(ACT).....	28
3.7 Broaden-and-Build Theory(BBT).....	30
3.8 Intrinsic Motivation Theory(IMT).....	31
3.9 Chapter Summary.....	31
CHAPTER 4.....	32
RESEARCH METHODOLOGY.....	32
4.1 Introduction.....	32
4.2 Research Philosophy.....	33
4.3 Research Approach.....	33
4.4 Research Strategy.....	34
4.5 Methodological Choice.....	34

4.7 Research site / Area selection.....	35
4.8 Population of the study.....	36
4.9 Sampling Technique / Method.....	36
4.10 Sample Size/ Sampling Framework.....	37
4.10.1 Sample Size.....	37
4.10.2 Sampling Framework.....	37
4.11 Method of data collection / Source.....	38
4.12 Research Instruments.....	38
4.13 Source of Measurements.....	40
4.14 The pilot study.....	40
4.15 Validity and Reliability of Instruments.....	41
4.16 Unit of Data Analysis.....	42
4.17 Method of Data Analysis.....	42
4.17.1 Objective one.....	42
4.17.1.1 Correlation Analysis.....	43
4.17.2 Objective two.....	43
4.17.2.1 Correlation Analysis.....	43
4.17.3 Objective three.....	43
4.17.3.1 Correlation Analysis.....	44
4.17.4 Objective four.....	44
4.17.4.1 Simple Regression Analysis.....	44
4.17.5 Objective five.....	44
4.17.5.1 Multiple Regression Analysis.....	45
4.18 Method of Data Evaluation.....	45
4.18.1 Correlation Analysis.....	45
4.18.2 Testing Hypothesis.....	46
4.19 Data presentation.....	46
4.20 Ethical consideration.....	47
4.21 Chapter summary.....	47
CHAPTER 5.....	48
DATA PRESENTATION AND ANALYSIS.....	48
5.1 Introduction.....	48
5.2 Analysis of Reliability.....	48

5.3.1 Distribution of Gender.....	49
5.3.2 Distribution of Age Level.....	50
5.3.3 Distribution of Educational level.....	50
5.3.4 Distribution of Occupation.....	51
5.3.5 Distribution of monthly income level Level.....	51
5.4 Data Presentation and Analysis of Research Objectives.....	52
5.4.1 Bivariate Analysis.....	52
5.4.1.1 Pearson’s Correlation Analysis.....	52
5.4.1.1.1 Correlation Analysis between Perceived Learning Organization(PLO) and Employees’ Innovative Behaviour(EIB).....	53
5.4.1.1.2 Correlation Analysis between Perceived Learning Organization(PLO) and Work Engagement(WE) at workplace.....	54
5.4.1.1.3 Correlation Analysis between Employees’ Innovative Behaviour(EIB) and Work Engagement(WE) at workplace.....	55
5.4.2 Regression Analysis.....	56
5.4.2.1 Simple Regression.....	56
5.4.2.1.1 Simple regression analysis for Perceived Learning Organization and Employees’ Innovative Behaviour.....	56
5.4.2.1.2 Simple regression analysis for Work Engagement and Employees’ Innovative Behaviour.....	58
5.4.2.1.3 Simple regression analysis for Perceived Learning Organization and Work Engagement.....	60
5.4.2.2 Multiple linear Regression analyses for Work Engagement mediate the relationship between Perceived Learning Organization and Employees’ Innovative Behaviour.....	62
5.4.2.4 Testing Hypothesis.....	66
5.5 Chapter Summary	66
CHAPTER 6.....	67
DISCUSSION OF FINDINGS.....	67
6.1 Introduction.....	67
6.2 Respondents Profile.....	67
6.2.1 Gender of Respondents.....	67
6.2.2 Age of Respondents.....	68

6.2.4 Occupations of Respondents.....	68
6.2.5 Monthly Income Level of Respondents.....	68
6.3 Discussion of Research Information.....	69
6.3.1 Discussion - Objective One.....	69
6.3.1.1 Relationship between Perceived Learning Organization and Employees' Innovative Behaviour.....	69
6.3.2 Discussion – Objective Two.....	70
6.3.2.1 Relationship between Perceived Learning Organization and Work Engagement.....	70
6.3.3 Discussion - Objective Three.....	70
6.3.3.1 Relationship between Employees' Innovative Behaviour and Work Engagement.....	70
6.3.4 Discussion - Objective Four.....	71
6.3.4.1 Simple regression analysis for Perceived Learning Organization and Employees' Innovative Behaviour.....	71
6.3.4.2 Simple regression analysis for Work Engagement and Employees' Innovative Behaviour.....	72
6.3.4.3 Simple regression analysis for Perceived Learning Organization and Work Engagement.....	73
6.3.4 Discussion - Objective Five.....	74
6.3.4.1 Multiple linear Regression analyses for Work Engagement mediate the relationship between Perceived Learning Organization and Employees' Innovative Behaviour.....	74
6.4 Hypothesis Testing.....	75
6.5 Chapter Summary.....	76
CHAPTER 7.....	77
CONCLUSION AND RECOMMENDATION.....	77
7.1 Introduction.....	77
7.2 Conclusion.....	77
7.2.1 Conclusion - Objective One.....	77
7.2.2 Conclusion - Objective Two.....	77
7.2.3 Conclusion - Objective Three.....	78
7.2.4 Conclusion - Objective Four.....	78

7.3 Contribution of the Study.....	80
7.4 Recommendations.....	80
7.5 Limitations of the Study.....	81
7.6 Direction for Future Studies.....	82
7.7 Chapter Summary.....	83
LIST OF REFERENCES.....	84
APPENDIX.....	88
Research Questionnaire.....	88