

**“INFLUENCE OF STRATEGIC HUMAN RESOURCE  
ROLE IN ENHANCING ORGANIZATIONAL  
LEARNING CAPABILITY IN FINANCIAL SECTOR IN  
TRINCOMALEE DISTRICT”**



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## ABSTRACT

### **Influence of Strategic Human Resource Role in Enhancing Organizational Learning Capability in Financial Sector in Trincomalee District**

Financial sector in Sri Lanka is surviving in a very competitive environment. In order to survive in this environment most of the organizations expand their branches and increase their performance. Survival of an organization in a competitive environment is highly determined by the organizations' learning ability, which will grow based on the organizational learning capability. Organizations performance also depend on its staffs, there for a good human resource management practice is important. Organizational learning is an important factor that link human resource management with the organization's strategy. In this situations mangers and executive role is essential. This study focuses on the empirical analysis of strategic human resource roles and organizational learning capability.

The sample size consisted of 100 executive staff of financial sector organizations in Trincomalee district. Standardized questionnaires were used as tools for the managers' perception of the two variables and their link to data collection. Statistical results indicate that correlation coefficients were mostly significant and positive for the variables and sub-variables of strategic human resource roles and organizational learning capability. Regression analysis indicated that the variables of strategic human resource roles predict organizational learning capability.

**Key words:** organizational learning capability, strategic human resource role.

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