

**ORGANIZATIONAL LEARNING AND EMPLOYEE PERFORMANCE AND  
SATISFACTION OF SECONDARY SCHOOLS OF PATHRAI-  
SHANISCHERI MUNICIPALITY**

**A Thesis Submitted**

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*Submitted in partial fulfillment of the requirements for the degree of*

**Master of Business Studies (MBS)**

In the

**Faculty of**

**Management**

**Tribhuvan University**

**Kirtipur, Kathmandu, Nepal**

**May, 2019**

## **CERTIFICATION OF AUTHORSHIP**

I certify that the work in this thesis has not previously been submitted for a degree nor has it been submitted as part of requirements for a degree except as fully acknowledged within the text.

I also certify that the thesis has been written by me. Any help that I have received in my research work and the preparation of the thesis itself has been acknowledged. In addition, I certify that all information sources and literature used are indicated in the reference section of the thesis.

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May, 2019

## RECOMMENDATION LETTER

It is certified that this thesis entitled **Organizational Learning and Employee Performance and Satisfaction of Secondary Schools of Pathari-Shanischeri Municipality** submitted by Raju Limbu is an original piece of research work carried out by the candidate under my supervision. Literary presentation is satisfactory and the thesis is in a form suitable for publication. Work evinces the capacity of the candidate for critical examination and independent judgment. Candidate has put in at least 60 days after registering the proposal. The thesis is forwarded for examination.

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We the undersigned have examined the thesis entitled **Organizational Learning and Employee Performance and Satisfaction of Secondary Schools of Pathari-Shanischeri Municipality** presented by Raju Limbu a candidate for the degree of Master of Business Studied (MBS) and conducted the viva voce examination of the candidate. We hereby certify that the thesis is worthy of acceptance.

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## **ACKNOWLEDGEMENTS**

This study entitled, Organizational Learning and Employee performance and satisfaction of Secondary Schools of Paathri-Shanischire Municipality has been conducted for the partial requirements for the degree of Masters of Business Studies (MBS) of Tribhuvan University. Every project whether is successful largely due to the effort of a number of wonderful people who have always given their valuable advice or helping hands. I sincerely appreciate the inspiration; support and guidance of all those people who have been instrumental in making this study a success.

I would like to extend my immense gratitude to my supervisor Lecturer Dr. Bal Ram Chapagain for their valuable supervision and professional advice and encouragement during the research work. Moreover, I am also indebted and thankful to them for their motivation, support and instruction in completing my overall MBS degree.

Special mention goes to Prof. Dr. Sanjaya Shrestha (Chairperson, research committee) for his timely and continuous guidance throughout the study. He not only reviewed my work but also suggested valuable advices and insights. I would like to express cordial gratitude Associate Prof. Dr. RamjiGautam for his inspiration and support to complete this research work. I also highly appreciate the efforts of all teacher and other members of central department of management, libraries staffs, Schools Teacher and Management Team who supports and inspired me to complete this thesis.

I'm thank full all my family members and friends for their affection and emotional support that has inspired me to achieve every success including this study. I can honestly say I could not have successfully completed this work without their help and direction.

RajuLimbu

May, 2019

## **Abstract**

*This research entitled “A study of Organizational learning and Employee Performance and Satisfaction of Secondary schools of Pathari-ShanischeriMunacipality” is done to measure organizational learning and employee performance in Government and Private schools. Primary data were used for this study. The primary data was related to identification and assessment of seven factors prevailing on practices and perception in Nepalese Government School and Private School. All fully structure questionnaire was developed for the employees. It includes Likert scale questions. This study has contained seven aspects of individual learning, process or system, knowledge management and organizational culture, employee productivity, job satisfaction and quality improvement. The objective of this study is to examine the relationship between organizational learning and employee performance and Satisfaction. This research is access the level of practices organizational learning and employee performance in government and private schools. In this research the researcher used descriptive research design were 80 questionnaires are distributed to 8 schools, 4 for government and 4 for private respondent and out them 70 respondent dully filled and returned the questionnaires. So that response rate is 87.5%. The collected data were processed and analyzed by using Statistical Package for Social Science (IBM SPSS Statistical 23) software. The researcher use different statistical tools such as mean, standard deviation, percentage and correlation.*

*Employee’s satisfaction is one of he measure factor to determine the organization’s learning and employee performance. A learning organization should primarily focus on valuing, managing, and enhancing the individual development of its employees. Organizational learning in a sense the collectivity of individual learning, process or system, knowledge management and organizational culture and employee performance in a sense the collectivity of employee productivity, job satisfaction and quality improvement. Organizational learning is more effective and better on private than government schools. Employee performance is more effective and better on government than private schools. In research the overall status is satisfactory in government and private schools while evaluating organizational learning and employee performance. It is notice that there is highly positive correlation between dependent and independent variables.*

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## ABBREVIATIONS

|     |                        |
|-----|------------------------|
| EP  | Employee Performance   |
| Gvt | Government             |
| IL  | Individual Learning    |
| JS  | Job Satisfaction       |
| KM  | Knowledge Management   |
| OC  | Organizational Culture |
| PS  | Process or System      |
| Pvt | Private                |
| QI  | Quality Improvement    |
| %   | Percentage             |
| &   | And                    |
| r   | Correlation            |