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## **THE KEY TO ORGANISATIONAL CHANGE: A REVIEW OF ORGANISATIONAL LEARNING**

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### **Abstract**

Organisational Learning (OL) is a learning process that involves the acquisition of knowledge among the stakeholders within an organisation at individual, group, and organisational levels in order to achieve the goals of the organisation (Popova-Nowak & Cseh, 2015; Ege, et al., 2017). OL earned its importance in human resource literature as a result of the increasing popularities of Organisational Change, Knowledge Management and Learning Organisation studies since the 1990s (Ortenblad, 2013; Ege, et al., 2017; Ragmoun, 2017). OL is critical in contemporary and future organisations, including e-businesses that operate in ever-changing, highly dynamic and uncertain business environments (Ortenblad, 2013; Lewis, 2014; Maditinos, et al., 2014; Deloitte University Press, 2017).

This paper aims to examine concepts and practices of OL for their theoretical soundness and practicality in business enterprises. By reviewing the conceptual framework of OL published between 1970 and 2018, in terms of the nature of OL models, applications, issues faced, and the research methods used (e.g., Jenkin, 2013; Popova-Nowak & Cseh, 2015; Ege, et al., 2017; Hong, et al., 2017), the updated understanding of OL and their implications for further research and practice will contribute to the academic and research communities, human resource professionals and managers in contemporary organisations.

**Keywords:** Human Resource Development, Learning Organisation, Organisational Change, Organisational Learning.

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