

The Effect of Organizational Learning on Career Development (Field Study in Banking Sector)

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Abstract

This research study the relationship between organizational learning and career development in a number of private and public banks. the goals of the study defines the nature of the relationship between organizational learning from all of its aspects (methods and styles) and career development in the Syrian banking sector. The main results of this study are: the employee and the employer are both responsible for career development, there is a significant relationship between organizational leanings' style and career development in the banking sector, the double learning style of organizational learning is the most relating factor with career development in the private banks. the signal learning style of organizational learning is the most relating factor with career development in the public banks, there is a significant relationship between the experimentation and bench marking of the organizational learning's methods and career development, there isn't a significant relationship between the scientific method of the organizational learning's methods and career development, there is a significant differences between the field study banks considering the relationship between organizational learning and career development.

For the Paper in Arabic Language See the Pages (121-150)