

The Research Centre of the Faculty of Economics
cordially invites you to a research seminar
on **Tuesday, 12th September 2017**
at **13 p.m.** in room **P-119**
at the **Faculty of Economics, University of Ljubljana**

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will present the article:

**“Learning-structure fit: The relationship between employee
learning and organizational structure”**

“This study explores the influence of structure on learning of individuals in organizational settings. Literature suggest that learning takes place in organic, less structured organization designs, whereas empirical research provides conflicting evidence. The paper explores the influence of three structural dimensions of individual work, formalization, specialization, and standardization on different employees’ learning behavior. Data were gathered in a large multinational corporation (MNC) where 90 employees from 12 units (R&D, technology, quality, production) participated in the research. The results show that employees’ learning behavior varies depending on how work is structured. Employees perceiving their work to be less structured, with lower formalization, standardization, and specialization rely on external sources of knowledge and experience double-loop learning, whereas employees with a more structured work are inclined to an individual learning style and single-loop learning. Structure thus determines individual learning. As a single-company research setting was employed in the study, the use of multiple companies from different industries and additional measures of learning behavior is proposed for future research to increase generalizability. Quasi-experimental research design would add to causality claims. For organization design practice, managers should be aware of the distinct impact different structures have on individual learning at work. Further, the appropriate organizational structure for learning must be considered in the broader context of contingencies. The paper contributes to the discussion on the relationship between organizational structure and learning of individuals at work.”

You can register for the free seminar by phone (01) 58-92-490, or via e-mail:
research.seminars@ef.uni-lj.si by Monday, 11th September 2017.

You can find all information regarding future research seminars on following link:
http://www.ef.uni-lj.si/raziskovanje/seminarji_in_konference

We look forward to seeing you!

