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## **Analysing the pattern of learning organisation dimensions in public and private banks in India**

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**Abstract:** The idea that ‘organisations which do not learn will cease to exist’ has led scholars to investigate the presence of learning dimensions in various industries. This paper attempts to provide an empirical study on the presence of learning dimensions in public and private banks in India. The respondents for the study comprise different managerial levels and age groups with different tenures of service. The study highlights that public and private banks in India differ significantly from each other on the basis of the learning dimensions present in them. The managerial level of the respondent does not affect the perception of employees regarding the bank as a learning organisation. The analysis highlighted that ‘connection with external environment’ and ‘strategic leadership’ are considered as the most important dimensions in public and private banks in India. Thus, it implies that the need to keep pace with the changing global trends, customer preferences and technological advancements in the Indian banking sector is viewed as the most important parameter to become a learning organisation.

**Keywords:** learning organisation; banking industry; public banks; private banks; ANOVA; India.

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