

EFFECT OF LEARNING AND DEVELOPMENT ON ORGANIZATION PERFORMANCE IN COMPANIES LISTED IN NAIROBI SECURITIES EXCHANGE IN KENYA

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ABSTRACT

The study sought to determine the effects of Learning and Development on organizational performance in companies listed in the Nairobi Security Exchange (NSE) in Kenya. Descriptive, qualitative and quantitative study designs were used and stratified simple random sampling technique was employed to enable select the respondents from the ten stratum of NSE listed companies. The target population was 534 top managers of NSE listed companies. A sample size of 224 respondents was picked from the ten stratum of the NSE listed companies. Questionnaires were the main instruments of data collection and the NSE

handbook (2013) was the main source of the secondary data. Research findings indicated Learning and Development as a component of talent management had a positive and significant influence on the organizational performance.

Keywords: Effect, Learning and Development, Organization Performance, Listed companies

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