

Outcomes of Learning Organisation: A Bibliometric Analysis and Future Research Agenda

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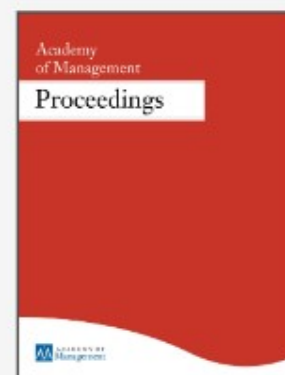


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Abstract

Becoming a Learning Organisation (LO) is an aspiration for every organisation as it offers internal capabilities, a competitive advantage and synergy gains to organisational members. Despite the enormous literature on the construct of LO, there is no systematic understanding and analysis on the multi-level outcomes of LO. Therefore, this study aims to synthesize, analyse and categorise the scientific literature around various levels of outcomes of LO to provide a clear future research agenda to researchers and academicians. The authors have performed bibliometric analysis using 603 research articles published in Scopus, entailing 1,345 authors from 77 countries, followed by a thematic cluster analysis using bibliographic coupling to understand the current research trends and to recommend a set of broad themes to provide direction for future researchers in this domain. The results are largely descriptive and aim at capturing a panoramic view of what has already written on the topic so far. The bibliometric analysis was conducted using different means like citation analysis, cluster analysis and keyword analysis to reveal the most significant publications, notable authors, keywords, current research trends, and future research questions. Further, the bibliographic coupling led to the categorisation of the outcomes of LO into the following five clusters (including sub-clusters): (ii) Leadership and Innovation (i) Individual Capabilities and Performance (iii) Organisational wide (iv) Post mergers, acquisitions and alliances, and (v) Knowledge Management. Based upon the gaps identified, the authors present a set of propositions which can be empirically tested by researchers in future.

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