



VISUALIZING IMPACT OF VALUES ON LEARNING AND DEVELOPMENT

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Abstract

The value system of the organizations speaks more when it comes to employees' development. The objective remains to carry out an impactful learning and development with creativity of the organization that has the value addition in achieving the objectives of the organization which comprises of its values and beliefs. A learning culture is an assortment of organizational concords, values, practices and processes. These conventions encourage employees and organizations to develop knowledge and competence. More importantly, creating the learning culture that is imbued with core values is not a whimsical idea rather it is now becoming domineering. This paper will reflect the implementation of value system on employees' learning and development of an industry, how the values are incorporated in assessing the learnings and the performance, the way values get incorporated in the feedback mechanism. It will help the employees for one's on-going development & letting knowing the organization its opportunity areas. The implementation will be explained with the help of case study, organizations' take on values and future sustainability. The objective of the paper is to show how values and beliefs (V&B) gets imbued in Learning & Development practices, the importance of V&B to the organization and how effective the learning and development reciprocates the values and beliefs of the organization towards the holistic development of the employees. The research methodology will constitute the case studies of industry giants of their sectors happened in recent years. The findings and conclusion will reflect how values and beliefs delivers the better productivity.

Keywords:- Learning And Development, Values, Culture, Employees, Impact
