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Demystifying learning culture and innovation performance of professional firms in Nigeria

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Abstract

The need for organisations to constantly create learning culture and adapt to change that will enable the employees have the opportunities to develop new skills have become worrisome. This has made firms, especially the professional firms to be faced with challenges of learning culture complexities. Therefore, this study assessed the role of learning culture on innovation performance of the selected professional firms in Nigeria. This study was descriptive in nature. The study adopted a mixed method to get information from 328 employees among the professional firms that were conveniently and purposively selected. The use of questionnaire was adopted. The quantitative data were analysed using structural equation modelling (SEM) to obtain result. The findings indicated that the selected professional firms applied new learning in their jobs. Based on the above, the selected firms should have opportunities to apply new learning in order to keep up with changes within the organisation.

Keywords

[learning culture](#), [innovation performance](#), [Nigeria](#)

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