

**“FOSTERING WORKPLACE HAPPINESS: THE IMPACT OF ORGANIZATIONAL LEARNING CAPABILITY ON JOB SATISFACTION AND ORGANIZATIONAL COMMITMENT”**

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**ABSTRACT**

*Navigating the complexities of today's workplaces requires more than just strategic planning — it demands a commitment to fostering environments where learning thrives. This study examines the role of organizational learning capability in cultivating workplace happiness, boosting job satisfaction, and strengthening organizational commitment. Drawing on data from a survey of 82 participants, the research reveals a dynamic connection between learning-oriented cultures and employees' emotional strength. The results suggest that workplaces encouraging curiosity, reflection, and growth create deeper connections and loyalty among employees, moving beyond mere transactional engagement. More than just skill development, organizational learning becomes a source of psychological fulfillment, enhancing the bond between individuals and their organizations. The study encourages leaders to create environments rich in learning opportunities, not just as a strategic initiative but as a means to inspire a dedicated, motivated, and committed workforce.*

**KEYWORDS :** *Workplace Happiness, Organizational Learning Capability, Job Satisfaction, Organizational Commitment, Employee Resilience, Knowledge Sharing, Organizational Culture.*

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