

**The impact of Organization Learning,
Human Resource Management, Individual
Performance and Job satisfaction on
Knowledge Management Capability and
Organization performance**

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ABSTRACT

Most of the hospitals in China belong to the government. For a long time the Chinese hospital doctor, nurse, or other staff have a sense of superiority, they work for the government.

Therefore, they often do not think that the patient, or the patient's family with themselves at the same peer-to-peer platform, usually slight over patients. But patients want discuss the state of the illness So, resulting in a lot of patient disputes, they feel hospital , lacking of performance, lacking of learning , lacking of HR issues, lacking of knowledge management. The health department of the Chinese government decided to change the doctor-patient relationship which is very sick. This few years, organizational performance, human resource management, job satisfaction, and etc., often make people pay attention. Government's hospital tries to transformation.

The research adopted sampling method was non-probability convenience sampling and questionnaire. Their 37 questions under the survey form, basic the questionnaire analyzed by SPSS version 20. And the research problems and research questions were fully addresses and justified based on the statistical analysis and supported by literature review. At the end of this thesis also highlighted limitations and recommendations.