

**EVALUATION OF ORGANIZATIONAL LEARNING IN NON-PROFIT
REPRODUCTIVE HEALTH ORGANIZATIONS IN KISUMU CITY**

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ABSTRACT

This research project sought to evaluate Organizational Learning in Non Profit Reproductive Health Organizations in Kisumu City. To achieve this objective, primary data was collected through a survey of six nonprofit RH organizations in Kisumu City. Data was collected using a structured questionnaire with closed-ended statements. Responses were received from forty three respondents in the six sampled organizations giving a response rate of 86%.

The findings of the study showed the prevalence of the factors that positively influence organizational learning. The values of most of the variables averaged means of more than 3.00. These OL variables could be strengthened to make the organization strategically ready and adapted to change.

Despite the prevalence of the variables that influence the adoption of OL, the findings indicated critical mismatch in the adoption of OL. At the organizational level, OL straggles and practices were clear, through the availability of deliberate strategies and policies; viable communication and organizational memory mechanisms. However, the staff was not involved in its development and resources and facilities were not deliberately allocated for the development of staff. .

Based on these findings, it is therefore recommended that organizations offering RH services should take into account the diverse needs, motivation and interest of the various stakeholders. This is aimed at developing targeted and viable OL programs and policies. Facilities and resources should be provided to motivate the employees to adopt OL practices. The development of OL policy and strategies should be participatory in order to achieve the commitment and motivation of the whole organization to OL.