

Informal learning in public sector: Its antecedents and outcome

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Informal learning in public sector is often spoke off and carry out as a daily activities, but it is seldom studied in detail. This study explores the types of informal learning activities, and the relationship between informal learning and learning environment and between learning environment and employees' performance in public sector in Kuching, Sarawak. Questionnaires were responded by a total of 308 employees from 24 selected federal public sector agencies and departments. Data was analysed using SPSS and Structural Equation Modelling (SEM) through AMOS version 21. The findings showed that for informal learning activities, the respondents preferred to an interactive learning activity (talking with others face-to-face). Environmental factor particularly employees' interest in the current professional field (task/job) predicted informal learning engagement positively. Informal learning also positively predicted job performance. Thus, it is important for public sector to encourage informal learning activities and create learning environment as it influence employees' performance.

Key word: Informal learning, learning environment, employee performance

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