

**Abstract:** *The paper explores the effect of organizational learning on employee satisfaction among the employees of organisations within the Manufacturing sector. The paper also provides a practical overview of what actually consists of employee satisfaction within the manufacturing sector. The respondents considered for this is 286 employees from the companies belonging to manufacturing sector. It has been found that there are eight dependent variables affecting employee satisfaction and four independent variables of organizational learning capacity viz., System orientation, Climate for learning orientation, Knowledge acquisition and utilization orientation, and finally, Information sharing and Dissemination orientation . During the study it has been found that there is an association between employee satisfaction and organizational learning capacity. The analysis in this study has been carried out by using a statistical package (SPSS). Finally, it has been found that there is a significant difference between employee satisfaction and knowledge acquisition and utilization orientation.*

**Keywords:** *Organization Learning capacity, Employee Satisfaction, Manufacturing sector*

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### Paper-3

## FRAMEWORK OF QUALITY ASSURANCE IN AMERICAN HIGHER EDUCATION- AN OVERVIEW

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**Abstract:** *One of the hallmarks of the American higher education has been its quality. In U.S.A colleges and universities are under constant pressure to strive to make their programs career oriented so as to meet the changing needs of the industry and the society. The accreditation process of colleges and universities in U.S.A is non-governmental operation. As a result colleges and universities fiercely compete in the market of higher education. Institutional autonomy allows them to changing their curriculum to inculcate and incubate entrepreneurial culture through their various programs. It is no accident that many American universities dominate the World University Rankings. There is lot of discourse in academia that an educated workforce is essential for a prosperous and sustainable economy. This has lead to heightened policy interest in higher education in American universities. This paper uses variety resources, data and facts to discuss accreditation process in U.S.A. The main focus of this paper is to explore models of accreditation being used in U.S.A and how they can be useful for other countries.*

**Keywords:** *Accreditation, Higher Education, Quality Assurance, U.S.A*