

An Abstract

Introduction:

This study is a field study, which focus on learning opportunities and managerial knowledge acquisition from foreign partner and its impact on the performance of international joint ventures in Egypt. Our purpose is to operationalize the concept of organizational learning and acquisition of managerial knowledge from foreign partner at international joint ventures, and this to improve the level of performance in facing the international competition in an environment of highly competitive and rapidly changing.

The Problem of The Study:

The problem exist in some questions to know the factors affecting the ability of the joint venture to learning and acquiring managerial knowledge from foreign partners at the organization level, and to know the factors that is guarantee the availability of a supportive environment for organizational learning at IJV's in Egypt, and evaluate to what extent the IJV's held in Egypt acquire managerial knowledge from foreign partners, and to know the impact of learning and managerial knowledge gained from the foreign partner on the performance of IJV's .

The Objective of The Study:

The study aims to measure the factors affecting the ability of the joint venture to learning and acquiring managerial knowledge from foreign partners IJV's held in Egypt, and to provide some recommendations regarding supporting factors that is affecting the availability of a supportive environment for organizational learning and managerial knowledge acquisition from foreign partner to improve the performance of IJV's in Egypt .

The Study Hypotheses:

This study is based on two hypotheses. The first hypothesis refers to "There is a significant relationship between learning and managerial knowledge acquisition and the following independent variables: (Administrative support from foreign partners - The willingness of the parent company to transfer knowledge - The degree of supervision and control imposed by the foreign partners to the joint venture - The exist

of a clear intention to learn and acquire knowledge, the participation of local managers in the exercise of managerial activities, and their interaction with foreign managers - The extent of IJV's absorption of the knowledge and skills acquired - Training and development of local human resources - The link between incentives and learning plus knowledge acquisition - The existence of an organizational culture that supports learning and knowledge acquisition). The second hypothesis refers to "learning and managerial knowledge acquisition from foreign partner in IJV's lead to improving the performance of IJV's under study".

The Structure of The Study:

The study consists of nine chapters, where the first chapter focused on the general framework of the study, and the second chapter focused on organizational learning and managerial knowledge in the context of IJV's, The third and fourth chapters focused on foreign direct investment and strategies to enter foreign markets, including International joint ventures, and the fifth chapter review the most important factors affecting the opportunities for local partner to learn and acquire managerial knowledge through IJV's. The sixth chapter until the eighth deals with the field study of the research, which focused on analyzing the factors affecting the learning opportunities and managerial knowledge acquisition from foreign partner and its impact on the performance of international joint ventures. And finally the last Chapter present hypotheses tests, results and recommendations of the study.

The Collection Data Method:

On purpose to test the hypotheses, the study depends on secondary data, which contributed in the forming of the conceptual and philosophical framework of the study. Beside primary data which is collected by questionnaires through personal interview of IJV's managers. The field study is based on questionnaire from a sample of (224) top level managers of (64) IJV's (98 subject from the chemical sector, and 81 subject from the engineering sector, and 45 subject from the food sector).

The Results of Testing Hypotheses:

Concerning the results of testing hypotheses, the first hypothesis is proved, as the results of statistical analysis of primary data proved that

there is a positive relationship between learning and managerial knowledge acquisition and the nine independent variables. Also the results of multiple regression analysis showed that there is four independent variables affecting more than other variables the process of learning and managerial knowledge acquisition from foreign partners, and these variables are : (Administrative support from foreign partners - The degree of supervision and control imposed by the foreign partners to the joint venture - The participation of local managers in the exercise of managerial activities, and their interaction with foreign managers - The willingness of the parent company to transfer knowledge to the joint venture). Which proves the validity of the first hypothesis of the study.

Concerning the second hypothesis, it has proved the validity of this hypothesis, as the results of statistical analysis of primary data proved that there is a positive relationship between learning and managerial knowledge acquisition from the foreign partner and improving the performance of international joint ventures.

The summary and Recommendations:

In light of previous findings and conclusions of the study, the study confirms the importance and the need to support factors affecting the learning opportunities and acquisition of managerial knowledge from foreign partners to take advantage of its benefits and its contribution in improving the performance of international joint ventures researched.

Finally the study refers to some recommendations and proposals which aimed to operationalize the concept of learning and managerial knowledge acquisition from foreign partners and improving performance in international joint ventures.