**Iryna Lytovchenko. Learning organization as phenomenon of modern knowledge economy: American context**

**Abstract**. In today’s knowledge economy and rapid transformations in all spheres of our life, higher education institutions are not able to fully meet the needs of modern companies in personnel with necessary professional competences, hence the corporate sector has to take on the function of education and training of its employees. There emerged a new phenomenon of the learning organization. Although most organizations to a greater or lesser extent provide training of their employees, not each of them can be called a learning organization, the main features of which are the adaptability to modern challenges due to ability to learn, systematically conduct knowledge management, including the creation, storage, dissemination and application of the basic elements of intellectual capital needed for successful operation of the organization, use training for achievement of organizational goals and objectives, create favorable learning environment in which people are not afraid to express their opinions on various aspects of their work, ask questions, make mistakes, take risks, experiment with the implementation of innovative ideas, create new products and services, focus on programs of leadership, use education as a mechanism of accumulation of human capital, continuous development of professional competencies, creative and innovative thinking of employees, provision of training for company’s suppliers, customers, vendors.

**Key words**: learning organization; knowledge economy; organizational learning; knowledge management; single-loop learning; double-loop learning; the United States of America.