

UNDERSTANDING LEARNING AT WORK

DAVID BOUD AND JOHN GARRICK **Routledge**

Understanding Learning At Work Understanding Learning At Work

David Boud, John Garrick



Understanding Learning At Work Understanding Learning At Work:

Understanding Learning at Work David Boud, John Garrick, 2012-10-12 Work now invariably requires a continual focus on learning to improve productivity to enhance the flexibility of employees and to develop and transform organizations This volume brings together leading experts from the United States Britain Australia and New Zealand to critically evaluate the current debates on workplace learning and to propose directions for future developments in both research and practice Topics covered include expectations of learning at work into the twenty first century learning theories practice and performance implications the relationship between workplace learning and other forms of lifelong learning the international developments in competency based approaches to learning and assessment the influence of language power culture and gender upon the construction of learning Topical and informative this volume will be an invaluable resource for students and researchers of training HRD continuing and adult education

Work, Subjectivity and Learning Stephen Billett, Tara Fenwick, Margaret Somerville, 2007-06-03 In recent year efforts to understand learning for and throughout working life have moved away from a focus on workplace training to concerns about learning as a component and outcome of engaging in work and work related activities and interactions This shift acknowledges a broader set of workplace factors that shape workers learning and development Yet equally it acknowledges that this learning through engagement is also necessarily shaped by the diverse ways that individuals elect to engage or participate in workplace activities Central here is the issue of individuals subjectivity and how this is shaped by but shapes engagement in work and therefore what learning flows from their participation It is in considering the relations among subjectivity learning and work that it is possible to advance both the conceptual and procedural bases for understanding learning through and for working life Moreover the focus on relations among subjectivity work and learning represents a point of convergence for diverse disciplinary traditions and practices that are provided by the book s contributors In this way the contributions represent something of the emerging perspectives that are elaborating the complex relations among subjectivity work and learning and circumstances in which they are played out

The Fundamentals of Workplace Learning Knud Illeris, 2010-12-14 Fundamentals of Workplace Learning is a comprehensive guide to how people learn in the workplace and the issues and challenges involved Examining the essential aspects of workplace learning and unravelling the various influences which affect the success of work based learners Knud Illeris presents a holistic model to explain how diverse individuals can be encouraged and invited to learn at work Approaching workplace learning from the perspective of learners as human beings with complex social and psychological needs as opposed to resources to be managed this book examines in detail the key issues surrounding workplace learning including The workplace environment as a learning space Workplace learning as competence development A multitude of different kinds of workplace learning arrangements Job transcending learning initiatives The interaction between formal and informal learning environments The challenges presented by specific groups early school leavers elderly workers and the

new young generation Presenting conclusions on workplace learning and possibilities for the future this book focuses on a way forward while detailing the fundamentals of successful workplace learning It will appeal to everyone involved in understanding and improving learning in the workplace including educationalists business students managers personnel and educational leaders

International Handbook of Research in Professional and Practice-based Learning Stephen Billett,Christian Harteis,Hans Gruber,2014-07-15 The International Handbook of Research in Professional and Practice based Learning discusses what constitutes professionalism examines the concepts and practices of professional and practice based learning including associated research traditions and educational provisions It also explores professional learning in institutions of higher and vocational education as well the practice settings where professionals work and learn focusing on both initial and ongoing development and how that learning is assessed The Handbook features research from expert contributors in education studies of the professions and accounts of research methodologies from a range of informing disciplines It is organized in two parts The first part sets out conceptions of professionalism at work how professions work and learning can be understood and examines the kinds of institutional practices organized for developing occupational capacities The second part focuses on procedural issues associated with learning for and through professional practice and how assessment of professional capacities might progress The key premise of this Handbook is that during both initial and ongoing professional development individual learning processes are influenced and shaped through their professional environment and practices Moreover in turn the practice and processes of learning through practice are shaped by their development all of which are required to be understood through a range of research orientations methods and findings This Handbook will appeal to academics working in fields of professional practice including those who are concerned about developing these capacities in their students In addition students and research students will also find this Handbook a key reference resource to the field

Current Practices in Workplace and Organizational Learning Bente Elkjaer,Maja Marie Lotz,Niels Christian Mossfeldt Nickelsen,2022-01-01 The central assumption that guides this book is that research and practice about learning at the workplace has recently lost its critical edge This book explores what has happened to workplace learning and organizational learning and studies what has replaced it In addition the book discusses to what extend there are reasons to revitalize it Today themes such as innovation co creation and knowledge sharing seem to have become preferred and referred to as theoretical fields as well as fields of practice In several chapters of this book it is argued that the critical power of learning could be regained by starting a new discussion of how these new fields of practice can be substantiated by topics such as learning arrangements learning mechanisms and learning strategies Hence the aim of this book is to both advance and recapture our knowledge of learning in today s increasingly complex world of work and organizing The contributions in this work do so by revisiting classic research on workplace and organizational learning and discussing how insights from this body of literature evokes new meaning It sets the stage for new agendas and rethinks

current practices that are entangled in activities such as innovation co creation knowledge sharing or other currently widespread fields of practice *Promoting Workplace Learning* Thompson, Neil,2006-03-15 This book provides an overview of the key issues involved in promoting workplace learning Building on ideas discussed in Practice Teaching in Social Work Pepar Publications 1994 this clear text covers not only developments in traditional practice learning but also wider aspects of workplace learning and the development of a learning culture *Understanding Learning Disabilities* Drake

Duane,2012-12-06 The authors of the papers presented in this volume are either members of the International Study Group on Special Educational Needs or their representatives This is a small seminar convened by invitation involving participants from the United Kingdom North America Europe and New Zealand The membership is multi disciplinary and all the participants have a professional interest in some aspect of special educational needs Several historical patterns played a part in the development of the seminar one being the evolution in England and Wales of special education legislation growing out of the Warnock Committee Report This legislation in turn has been influenced by the special education developments in the United States which led to the passage of The Education of All Handicapped Children Act Public Law 94 142 in 1975 A second theme leading to the development of the seminar was the growing interest internationally in learning disabilities and the establishment at the University of Southampton in England of the Learning Disabilities Unit headed by Colin Stevenson Discussions in 1979 and 1980 held at conferences of the Association for Citizens with Learning Disabilities the Orton Dyslexia Society meetings and elsewhere led to the proposal for a small international seminar meeting annually which would be concerned with research and education in the area of special educational needs The Lord Renwick then Chairman of the British Dyslexia Association and Colin Stevenson took the initiative in proposing that an International Conference be held at the University of Southampton **Educational Outcomes for the Canadian Workplace** Jane Stobo Gaskell,Kjell

Rubenson,2004-01-01 Educational Outcomes for the Canadian Workplace explores how educational programs are changing which skills matter in the economy and how policy has responded to the educational and economic pressures of the 1990s

Productive Reflection at Work David Boud,Peter Cressey,Peter Docherty,2006-05-17 This book is an accessible entry point into the theory and practice of work reflection for students and practitioners Taking a cross disciplinary approach it covers management education organizational psychology and sociology drawing on examples from Europe the Middle East North America and Australia It traces reflection at work from an emphasis on training through a focus on how organizations learn to a concern with the necessary learning groups to operate effectively It emphasizes productivity combined with satisfying lived experience of work life and points the way to a new collective focus on learning at work *Work-Related Learning* Jan N. Streumer,2006-03-14 Work related learning can be broadly seen to be concerned with all forms of education and training closely related to the daily work of new employees and is increasingly playing a central role in the lives of individuals groups or teams and the agendas of organizations However as this area of study becomes more prominent

debates have opened about the nature of the field as well as about its configurations and effects For example some authors have a broad definition of WRL and define it as learning for work at work and through work ranging from formal through semi structured to informal learning Others prefer to use the concept of WRL mainly in connection to informal incidental learning processes during work leading to competent workplace learners Formal and informal learning are distinguished from each other with respect to the level of intention implicit non intentional incidental versus deliberative intentional structured Another point of discussion originates from the different theoretical backgrounds of the authors the learning theorists versus the organizational theorists The first group is mainly interested in the question of how learning comes about the second group is predominantly interested in the search for factors affecting learning

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