The Sage Handbook Of Workplace Learning

Workplace Learning and DevelopmentWorkplace LearningWorkplace Learning in ContextThe Fundamentals of Workplace LearningWorkplace LearningEmerging Perspectives of Workplace LearningWorking to LearnThe SAGE Handbook of Workplace LearningLearning Through the WorkplaceWorkplace LearningSupporting Workplace LearningTheories of Workplace Learning in Changing TimesResearch Approaches on Workplace LearningA review of the state of the field of workplace learningThe Wiley Handbook of Global Workplace LearningImproving Workplace LearningWorkplace Learning In Health And Social Care: A Student'S GuideInformal Learning in the WorkplaceExpanding Learning in the WorkplaceWorkplace Learning Jackie Clifford Nigel Paine Alison Fuller Knud Illeris Marianne van Woerkom Karen Evans Margaret Malloch David Gray John Bratton Rob F. Poell Filip Dochy Christian Harteis Vanessa Hammler Kenon Karen Evans Jackson, Carolyn John Garrick Lorna Unwin John Bratton

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learning and development is essential to organizational success training courses were traditionally used as the key method of teaching but increasingly the focus is shifting

to individuals and managers adopting a more flexible approach to learning organizations are being held responsible for maximizing the skills knowledge and behaviours available to them ensuring that employees are not solely learning new skills but are using their existing skills to maximum effect workplace learning and development guides managers and employees through the concept of workplace learning it identifies the variety of flexible learning strategies and methods explains how to select the right method for a specific situation and illustrates how these methods can add value to overall performance real life examples of workplace learning are included to allow readers to gain insight into how it works and more importantly how they could use it to address their specific needs

how can i develop an effective workplace learning culture to drive employee and business success this new edition of workplace learning provides the knowledge and tools to create an outstanding learning culture in the new world of work it s no longer enough for learning and development professionals to only offer a catalogue of workplace learning courses competing effectively in today s business environment requires organizations and their employees to adapt and learn daily providing an evidence based model for identifying key areas of focus and measuring success workplace learning is a practical guide that shows how to build and embed a culture that continuously encourages and engages employees in learning and achieve business success the updated second edition features new material on organizational and self determined learning and case studies from microsoft novartis and pwc packed with practical suggestions tools and tips workplace learning is an essential resource for establishing an outstanding continuous learning culture in all parts of the organization

as policy makers increasingly focus on workplace learning as a way of improving organizational performance the debate about the learning organization has grown counterbalancing the often over optimistic assumptions made about the future of work and learning this book argues that without a contextualized analysis of the field our understanding of the learning environment is limited it reconsiders the true role and nature of workplace learning in context grounded in original research the book features case studies which illuminate how the workplace environment can provide both barriers to and opportunities for learning it explores learning in different organizational contexts and different countries sectors types of public and private

sector organization and by different occupational groups this multi disciplinary approach provides a coherent perspective of the institutional organizational and pedagogical contexts of workplace learning and as a result policy makers trainers trade unionists and educators alike will welcome this groundbreaking text as it gives the intellectual tools required to understand how learning in the workplace can be improved

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

this edited volume aims to evaluate the promises of workplace learning by addressing the following related questions what are current developments in theory that informs workplace learning research how can learning in the workplace be measured what is the impact of various organizational settings e g team based work and call centres on workplace learning which are the promising new avenues for research and which research based recommendations can be made to boost learning opportunities in various work contexts the topic is conceptualized as an interaction between the individual and the work context as a combination of individual and collective processes as a link between cognition and action and as a political process with a wide array of contributions from academics such as stephen billet tara fenwick and victoria marsick

this volume will be an important research and reference tool with all those academics and practitioners who are interested in the field of human resource development targeted at researchers post graduate students and reflective practitioners and managers interested in the area workplace learning provides must read material for anyone wanting to advance the theory research and or practice of learning in the workplace

there is a growing interest in understanding learning in and through work and its relationship to what is required to be learnt for effective and productive working lives this book offers a range of emergent perspectives based on current research on learning through and for work the common focus among these perspectives is to understand how individuals engage in and learn through their work this includes how they learn about manage and respond to change in their work and develop approaches and responses to learning in through and for their working lives the key contribution of this book is to provide insights to support learning throughout working life in order to sustain individuals capacities for effective productive and enduring working lives comprising 15 chapters the book offers perspectives from finland germany new zealand and australia and across a range of occupations and places of work individually and collectively these chapters make important contributions to learning about the self and agency at work and about learning work tasks the origins of this text were a desire to bring together the work of a group of recently completed and current doctoral candidates at jyväskylä regensburg and griffith universities this goal has been achieved here as supported by collegiate activities among the editors contributors and their colleagues

the workplace is an important site for learning in today s society this book examines the changing nature of the work and effect that this has on the skill and knowledge requirements of individuals its implications for employment and ways in which these changing requirements can be met

this handbook provides a state of the art overview of the field of workplace learning from a global perspective the authors are all well placed theoreticians researchers and practitioners in this burgeoning field which cuts across higher education vocational education and training post compulsory secondary schooling and lifelong education the volume provides a broad based yet incisive analysis of the range of theory

research and practical developments in workplace learning the editors draw together the three essential areas of theory research and practice and issues and futures in the field of workplace learning in addition final chapters include recommendations for further development key researchers and writers in the field have approached workplaces as the base of learning about work that is work based learning there has also been emerging interest in variations of this idea such as learning about through and at work many of the theoretical discussions have centred on adult learning and some on learners managing their own learning with emphasis on aspects such as communities of practice and self directed learning in europe and australia early work in the field was often linked to the vocational education and training vet traditions with concerns around skills competencies and on the job learning the idea that learning and workplaces had more to do with real lifelong and lifewide aspects than traditional training regimens has emerged in the last decade since the mid 1990s the field has grown world wide as an area of theory research and practical work that has not only expanded the interest but has also legitimized the area as a field of study reflection and progress the sage handbook of workplace learning draws together a wide range of views theoretical dispositions and assertions and provides a leading edge presentation by key writers and researchers with insight into the field and its current state it is a resource for researchers and academics interested in the scope and breadth of workplace learning

practical information on continuous learning in the workplace is supplied in this new text readers are given practical advice on such topics as portfolio building skills building and appraisals

published under the garamond imprint this innovative book is concerned with the power relations complexities and contradictions in the paid workplace workplace learning is not value free or politically neutral and cannot be studied independently of the political economy of work workplace learning is part of a growing body of work that offers an alternative to mainstream approaches to workplace learning recognizing that power relations politics and conflicts of interest all shape learning the authors emphasize the lived experiences of working people avoiding prescriptive accounts and uncritical human resource development views comments here is a map through contested and largely uncharted terrain from the foreword by d arcy martin

during the 1990s the workplace was rediscovered as a rich source of learning the issue of workplace learning has since received increasing attention from academics and practitioners alike but is still under researched empirically this book brings together a range of state of the art research papers addressing interventions to support learning in the workplace the authors are experienced international scholars who have an interest in making hrd and workplace learning practices more evidence based through practical relevant research although workplace learning is largely an autonomous process many organizations want to manage it as part of their broader hrd strategy there are limits however to the extent to which the complex dynamics of learning in the workplace can be guided in pre determined desirable directions this tension between the possible strengths of workplace learning and the limits of managing it is at the heart of this volume the book is broken into three sections the first section deals with workplace learning interventions including hrd practitioners strategies training and development activities and e learning programs the second section investigates the impact of social support or lack thereof in workplace learning such as mentoring coaching and socialization practices the third section addresses collective learning in the workplace looking at teams knowledge productivity and collaborative capability building

this book is an expansion and major updating of the highly successful theories of learning for the workplace first published in 2011 it offers fascinating overviews into some of the most important theories of learning and how they are practically applied to organisational or workplace learning each chapter is co authored by an academic researcher and an expert in business or industry providing practical case studies combined with a thorough analysis of theories and models of learning key figures in education psychology and cognitive science present a comprehensive range of conceptual perspectives on learning theory offering a wealth of new insights to support innovative research directions and innovation in learning training and teaching for the upcoming post covid 19 decades containing overviews of theories from argyris decuyper dochy segers engeström ericsson kolb lave wenger mezirow raes boon schön senge and van den bossche this book discusses learning of employees in the digital era workplace learning high impact learning informal learning adult learning learning development didactics l d reflective practice transformational learning experiential learning deliberate practice communities of practice team learning

organisational learning expansive learning combining theory and practice this book will be essential reading for all trainee and practising educational psychologists organisational psychologists researchers and students in the field of lifelong learning educational policy makers students researchers and teachers in vocational and higher education it will also be of interest to those involved in training trainers and teacher training

the volume comprises a variety of research approaches that seek to explore and understand employees learning and development through and for work working life reveals challenges through technological economic and societal development that can only rudimentarily be addressed by formal education and training workplace learning becomes more and more important for employees and enterprises to successfully cope with these challenges workplace learning is a steadily growing field of educational research but it lacks so far a scholastic canon there is rather a diversity of research approaches this volume reflects this diversity by bringing together researchers from different countries and different theoretical backgrounds presenting their current research on topics that all are relevant for understanding presages processes and outcomes of workplace learning hence this volume is of relevance for researchers as well as practitioners in the field and policy makers

workplace learning and performance refers to the interlinked practices of performing job related tasks building capacity to perform those tasks as in work and learning and measuring outcomes of those efforts in terms of both the individual s capacity to perform and the impact on the organization that sponsored the learning program in the area of diversity future research might address these issues understanding of the causes of problems faced by workers in various demographic groups and increasing opportunities for these workers by better appreciation of their needs and the roots of the prejudice they face defining the field of workplace learning and performance although many people use the terms workplace learning and performance wlp training and development human resource development learning and development and work and learning to refer to the same general types of work each of these terms carries a slightly different definition training and development refers to two types of activiti the goal of the literature review was to produce comprehensive bibliographies in each area synthesize the key findings in the literature in the area identify gaps in the literature make recommendations for future research canadian society for training and

development field review workplace learning and performance 15 each of the four areas was reviewed separately in response to globalization and the increased availability of information technology in the workplace organizations continually look for ways to reduce costs and improve service and these efforts in turn result in redefinitions of jobs and the competencies needed to succeed in them

inclusive guide provides practical applications for workplace education theory from diverse perspectives the wiley handbook of global workplace learning explores the field of workplace education using contributions from both experts and emerging scholars in industry and academia unlike many previously published titles on the subject the handbook focuses on offering readers a truly global overview of workplace learning at a price point that makes it accessible for independent researchers and human resources professionals designed to strike a balance between theory and practice the handbook provides a wealth of information on foundational topics theoretical frameworks current and emerging trends technological updates implementation strategies and research methodologies chapters covering recent research illustrate the importance of workplace learning topics ranging from meditation to change management while others give pragmatic and replicable applications for the design promotion and implementation of impactful learning opportunities for employees at any company regardless of industry a sampling of topics addressed includes using an experiential learning model to design an assessment framework for workplace learning measuring innovative thinking and acting skills as workplace related professional competence multiple chapters specifically addressing international business such as competency in globalization and intercultural communication global strategic planning and global talent management research and recommendations on bridging generational and cultural divides as well as addressing employee learning disabilities with its impressive breadth of coverage and focus on real world problem solving this volume serves as a comprehensive tool for examining and improving practices in global workplace learning it will prove to be a valuable resource for students and recent graduates entering the workforce and for those working in human resources and related fields

across the western world there is a growing awareness of the importance of workplace learning seen at the level of national and international policy as well as in the developing practices of employers training providers and trades unions

authoritative accessible and appealing it presents key findings on work based learning bringing together conclusions and investigating a variety of workplace contexts to show how such learning can be improved an extensive practical treatment brought to life with illustrations from both the public and private sectors this book has a unique combination of breadth of coverage and depth of understanding grounded in rich and detailed empirical studies this volume challenges conventional thinking an important new addition to the improving learning series it focuses on guidelines for improving learning by marrying the very best theory and practice to provide an accessible and authoritative guide to workplace learning practitioners policy makers students and academics with an interest in learning at work will find this an invaluable addition to their bookshelves

this is a practical resource for anyone undertaking work based learning in health and social care it introduces and explores the practicalities of learning and work and is designed to help you make the most of your work based learning experience the book includes insights from other work based learners case studies and tips for practice there are chapters on reflective practice personal development and how to document your learning making this the essential practical guide for work based learners

informal learning has become an extremely important issue as post industrial workplaces seek to harness its productive potential managers and hrd practitioners have attempted to deploy informal learning in the design of corporate cultures however most discussions of the subject have tended to be uncritical expositions which do not challenge the underlying economic philosophical and organisational rationale uniquely this book goes against this tendency it critically examines definitions of informal learning and focuses on its application in a variety of workplace contexts it features theories of informal learning the unmasking of contemporary corporate rhetoric the implications for accounts of workplace learning of poststructuralist and post modern perspectives incorporating case studies based on interviews with practising managers and hrm practitioners and a detailed glossary of key concepts and issues this book will be a valuable reference for students of workplace learning

learning in the workplace can bring economic social and personal benefits however to build upon improve and extend such learning places significant demands on everyone

involved from individuals and employers to government and its agencies so how can learning be fostered improved and increased in the workplace drawing on illustrations from recent research this policy discussion paper explores how access to and participation in learning in the workplace can be enhanced for all and how the workplace can play a key role in the nation s plans for greater learning participation the paper argues that an understanding of and support for teaching and learning has to lie at the heart of a new workforce development strategy it explores the implications of an expansive approach to workplace learning and how to create the institutional capacity to support it in conclusion the authors make a series of recommendations towards formulating a policy framework which will allow both employees and organisations to reach their full potential lorna unwin is professor in vocational education and alison fuller senior research fellow at the centre for labour market studies university of leicester

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