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### **Modern workplace learning method: self –directed workplace learning within organisation**

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#### **Abstract**

This paper explores study of self directed learning and other learning method in the workplace. Self directed learning (SDL) now a day brings many gains for companies. That is why it is becoming very useful in small as well as large businesses. Along with it, SDL is a learning process by which individual takes on initiative to learn and develop their skills as their own responsibility. Talking about peer based learning; many researchers have found that employees are far more likely to learn valuable information through peers, from someone who already has a good idea of what the organization is about. This paper focuses on arguments for importance of self directed over other learning methods in the workplace. And promotes as well as suggests how future issues and implications should be applied for greater understanding and utilization of this method. The purpose of the research paper is to focus on suggestions for the organizations by doing comparison among these methods and adopt the most suitable one for the learning.

**Key words:** *modern workplace learning, self directed learning.*

#### **Introduction**

In the organization learning method is one of the most important tools. Any enterprise ability to create an environment that promotes learning and development can greatly enhance individual and organizational performance. Nowadays selecting learning and teaching method is one of the important tasks of organization. In this Era companies are moving towards nontraditional training and learning approaches like self-directed learning because instead of being order to do this and that like a mindless drone you are taught to understand the mechanics of a task by choosing what you want to learn how you want to learn it and why you should even bother. Self directed learning has been an influential learning concept within the companies. When it comes to self directed learning the most important criteria is simple and that is the choice must be of employees.

#### **Modern workplace learning**

Workplace learning is a process of preparing people with the skills and competencies for today but not for tomorrow which would run counter too much of the point of workplace learning as something more than simple training with a narrow focus on surface level skills.

Any attempt to understand learning at work has to consider the wider context in which a particular workplace exists. The primary function of any work place both in private and public sectors is not learning but the production of goods and services. Furthermore

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organizations have to function within the boundaries of a many political cultural economic physical extra factors and these factors influence the extent to which organizations feel they are more or less constrained in their approach to workplace development. Theoretical and research interest revolves around questions of by what and how people learn at work and the ways in which this differs from the learning that takes place in formal organizational. Workplace learning can take many forms including structure training away from the site of production instruction on the job and the sharing of knowledge and techniques between colleagues.

### **Definition:**

Modern workplace learning (MWL) is an approach that aims to bridge the gap between how individuals acquire new knowledge and skills and what they value and what organizations focus on and value.

Modern workplace learning is not just about ensuring competence compliance and conformance but enabling and supporting individuals to learn in different ways and for many different reasons for example to solve performance problems it with themselves between knowledge and skills for the future to keep up to date for inspiration.

The most important learning method over other learning method is self learning method for self directed learning this is the most useful to promote and stimulate some of the other ways of learning in the organization. Most important aspect of modern workplace learning is building and supporting continuous learning in the organization when it comes to continuous learning.

### **Other modern workplace learning methods:**

#### **Conceiving learning:**

It is a social process which is powerful not only because it can account for learning which takes place in diverse setting but also because it provides a basis for understanding learning at the collective level. This is particularly important in relation to studies of workplace learning where the extent and quality of the opportunities for participation for learning available are influenced by the character and structure of the social relations being produced and reproduce by the organizational context.

#### **Apprentice learning:**

This learning process drew attention to the social and relational character of the learning process. There is an argument that newcomers become mainstream members of a community of practice for example workforce by having the opportunity to learn through participating in the social relations of the community.

#### **What is Self Directed Learning method?**

In simple way self directed learning or SDL brings many games to a company which is why it is becoming so popular among businesses large and small.

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### Definition:

“Self directed learning includes knowing what you need to learn how to learn it and being able to judge if you have learn it. It assumes that learners have a role in selecting to learning task that fit the learning needs.” (Loyens, Magda, & Rikers, 2008).

“Self directed learning is a learning process where the learner takes the initiative in identifying learning needs repairing goals determining resources and evaluating learning outcomes” (Ellinger,2004).

Self directed learning is a process in which individuals taken the initiative to learn and develop their skills as their own responsibility. We initiate to pursue the learning experience. Upon talking the initiative the learner takes full responsibility and accountability to complete the program and consult most appropriate means for acquiring knowledge does demonstrating a high level of determination and devotion. SDL can be understood as integrated learning process which encourages learners to focus on their own learning with strategies, goals and responsibilities, distinguishing from other related concepts with “self”.

### Review of literature:

**Statsz (2001)** suggest that potential of the socio cultural perspective on the need to provide a new approach to assessing the effectiveness of learning at work. This approach provides a Framework for capturing the complex pattern of social relations and organizational factors which influence how people learn at work and how this learning is valued fostered or Limited.

**(Zimmerman, 1989).** SRL is the learning process which learners actively participate in met cognitive motivational and behavioral way for the attainment of their own goals.

**(McNamara, 1999)** Self directed learning is more effective in development because this learning paradigm accommodates employees learning styles and objectives resulting in increased employee job effectiveness as they learn from their own work experiences directly applied there learning at work.

**(Merriam, 2001; piskurich, 1993)** Several studies have noted a number of efficiency and effectiveness reasons for using SDL in the workplace some of these reasons are listed below:

- SDL has greater relevance to the particular needs of the individual learner.
- SDL allows greatest scheduling flexibility
- SDL promotes matter skills for approaching and solving problems beyond the immediate learning project
- SDL allows for frequent and timely updating of skills and knowledge

**Startka (2000)** identified 10 Mann and answers of SDL in the workplace continuous improvements involving individuals taking personal responsibilities harmonious values leadership that Assets and example valuing differences communication taking risks teamwork and innovation.

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**McNamara (1999)** answer size the role of supervisors as factors influencing SDL for example to encourage employee self directed learning in the workplace supervisors can help learners develop positive attitudes Independence relative to learning create a partnership with the learner by negotiating a learning contract for girls Strategies and evaluation criteria and provide staff training on self directed learning as well as broaden the opportunities for its implementation.

Many Scholars has studied about roles and contributions of self directed learning in the workplace and they have demonstrated that self-directed learning plays an important role in individual and team building as well as organizational learning in the workplace.

SDL can be used as a learning strategy not only to improve self capacity but also to make a meaningful learning outcome for individuals in knowledge oriented organizations. **Poell and van der kragt (2003)** noted that workers create individual arrangements to learn and solve work problems including monitor coherence in activities, agree individual program with manager and undertake activities individually through self directed learning human resource development staff also helped workers create a coherent self-directed learning initiative helping learners conceive of programs and counseling learners through self study and problem solving.

### **Rational of study**

With the aspect of modern workplace learning it can be observed that knowledge, understanding learning process is one of the similarities in learners i.e. employees. When an organisation thinks about workplace learning self directed learning has been effective way modern learning but there are many methods which are being used for learning and training in this modern era. Hence a kind of study was required to find out suitable and most effective modern learning method out of many for the company.

### **Objective of the study**

- ✓ To study regarding modern workplace learning
- ✓ To study about self directed learning (SDL)
- ✓ To study the importance of SDL over other modern learning methods.

### **Research methodology:**

I conducted a research of study via different databases. I searched the appearance of the term, 'self directed learning' within the title or keywords and limited studies conducted within last few years.

### **Research Design**

The research is descriptive in nature as it designated how self directed learning is important over other modern learning methods.

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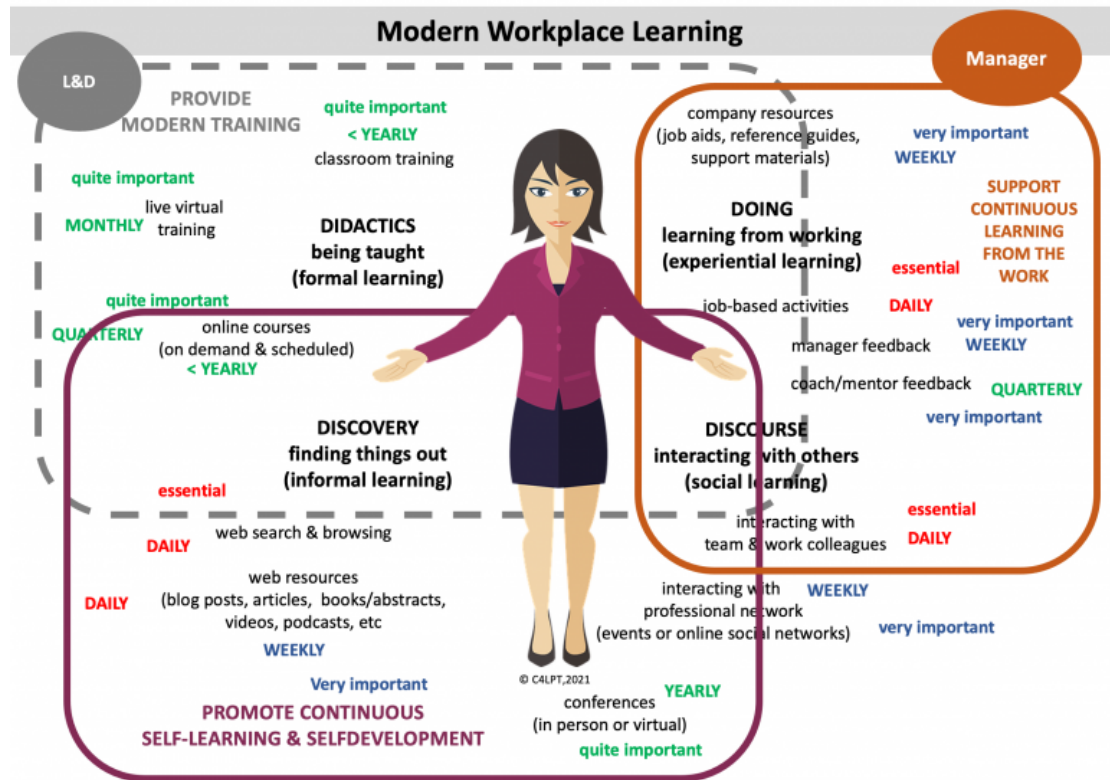
### Sources of DATA

The study is based on secondary data. The data has been collected from Google scholar, different websites etc.

### Sample Design

As discussed above sampling method that was found appropriate for the present is convenient sampling.

### Data analysis and interpretation



### **Advantages of self directed learning over other learning methods:**

- Greater development of specialized skills:

When employees are allowed to choose their own learning parts they will have the chance to gravitate towards self-directed learning that helps those long skills they are genuinely interested in. With the higher interest there is a higher chance that will develop new skills that improving their value.

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- Adjustable to learner's specific needs:

We don't all learn in the same way information is not observed and understood at the same pace or with the same method as some of us would prefer to read whereas others may prefer to do the self directed learning model breaks this mould and allows learners to do as they wish and learn in the ways that feel right.

- The learning experiences “deep” learning rather than “surface” learning :

When an instructor teaches a task to learner in a plane and direct minor the learner Mel on the task but nothing more. With self directed learning the learner would understand the concept of the tasks and would be able to apply this concept towards other situations. This is the main difference between deep learning and surface learning in the former learners think about the task critically and truly wrap their Minds around it. Which surface learning theories later more than memorization.

- Self directed learning is so unique because it allows the individual to direct the learning as they see fit.
- Self directed learning plays a fundamental role in developing and fostering learning organizations because it is an integral part of a learning organization ability to reinvent itself adapt and learn in the face of new challenges.
- In addition individual self directed learning activities promote the continuous development of the learning organizations capacity to manage change.

### Challenges

- Some learners cannot learn their own :

This is perhaps the main challenge when it comes to this method self directed learning as used that learner simply need the freedom to work at their own Pace and with the preferred strategies to achieve their learning potential the truth however is that this is not the case some learners required the guide of another to understand certain concepts does rendering self-directed learning a failure on them.

- Biases may influence learners the wrong way :

When learners are allowed to learn without guidance or even supervision there is no guarantee that they will extract the intended lessons or concepts from the program this is especially true when you have a workplace with individuals from different demographic such as culture beliefs values and even age and gender.

- It may offers too much freedom :

Some people believe there can by letting learners have the entire breadth of possibilities when it comes to dealing with tasks and solve in challenges some people can be stifled and ultimately Frozen by this options.



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### **Implementation of SDL program**

Once a week or twice a month let your employees have some time to do what they want as long as it has something to do with improving their skills for contributing to the ability to work keep this up for months until employee stop seeing it as secret free time in truly understand it as an opportunity to develop in ways that did not realize before.

Let your employees have the chance to direct the flow of the conversation sometimes without letting them know that you are doing it if they begin to realize that your office is a safe environment for them to use their brains were rather than mindlessly listen to the checklist of tasks self development learning organically manifest.

By allowing your employees more access to the company's resources training process and specialized software you accomplish two things at once.

1. You allowed them to browse through training courses they would never have previously thought to consider
2. You rain force a more positive atmosphere in which the barrier between you and your employees is less rigid.

### **Future of SDL**

Based on the concept and prevalence of self directed learning research Trends and issues in self directed learning focuses on the workplace can be summarized into the following areas (Merriam, 2001; Garrison 1997; Hiemstra, 1994):

- ✓ Feasibility of self directed learning meeting some job related training needs in industry
- ✓ Relationship of self directed learning to job requirements
- ✓ Enhancing self directed learning by better understanding environmental factors
- ✓ How competence is necessary for effective self directed learning are developed and how the quality of self directed learning resources can be measured.
- ✓ Ways for Learner's and others to evaluate the value and effectiveness of self directed learning need to be developed
- ✓ Understanding the cognitive and motivational dimensions of self directed learning

### **Findings and Suggestions :**

- ✓ Based on this study future research would be conducted in terms of the factors influencing on self directed learning and the goal of learning above all researchers could explore diverse factors influencing on self directed learning in terms of organizational and individual level.
- ✓ It could be also interesting to explore if the strength and contribution of self directed learning according to goal and context could be different. Although self-directed learning has been positively influence on individual learning team activities and organizational learning few findings of research provides that how self-directed learning has been understood and evaluated in different contexts and goals.

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- ✓ When learning goal rationalist for Optimizations and personal development are conflicted or the goal of transformation has a Priority in the workplace self-directed learning may pay recognized and evaluated differently according to the context.
- ✓ Any good corporate culture should already use goal setting because it encourages initiative create accountability and fosters initiative in the form of internal satisfaction and external reward, promotion, bonuses for recognition however many of these goals will be closely related to the job the employee performs regularly which is wonderful but may discourage self-directed learning since that job is already so well outline in addition to other goals allowed the employees to choose other less stringently defined goals based on questions of value.

### **Conclusion:**

This paper introduces the definition of SDL provided an overview regarding the importance of SDL and conditions needed for promoting it within an organization along with challenges and implications of self directed learning. In summary self-directed learning can be explained as an activity for which the learner takes the initiative and responsibility for the learning process and plays a significant role in developing and maintaining interviewed your learning in support of the learning organization. Therefore considering critical possibilities for self-directed learning to contribute workplace effectiveness future studies should look at how to improve organizational capacity as well as individual abilities through self-directed learning.

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