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| 1

# *Experiencing workplace learning: comparing the European countries*

Theo van Dellen

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## *Setting the scene first*

- Do employees experience work related learning as mandatory or voluntary?
- Do employees' perceptions of the employers role related to learning and the context of the learning influence their experienced benefits and effects of the learning?
- Do employees from various European countries have different experiences and perceptions in this respect?



# *Analyses*

- data stock may be not very robust (and reliable);
- so take your time to look at the raw data of the survey (lime) output and in addition the separate Czech Republic file (Thailand and Denmark were left out);
- many items, many concepts, at least three levels of questioning (opinions, perceptions of the employers role and learning in the workplace, evaluation of benefits and effects);
- factor analyses, cluster analyses, discriminant analyses, and multiple regression

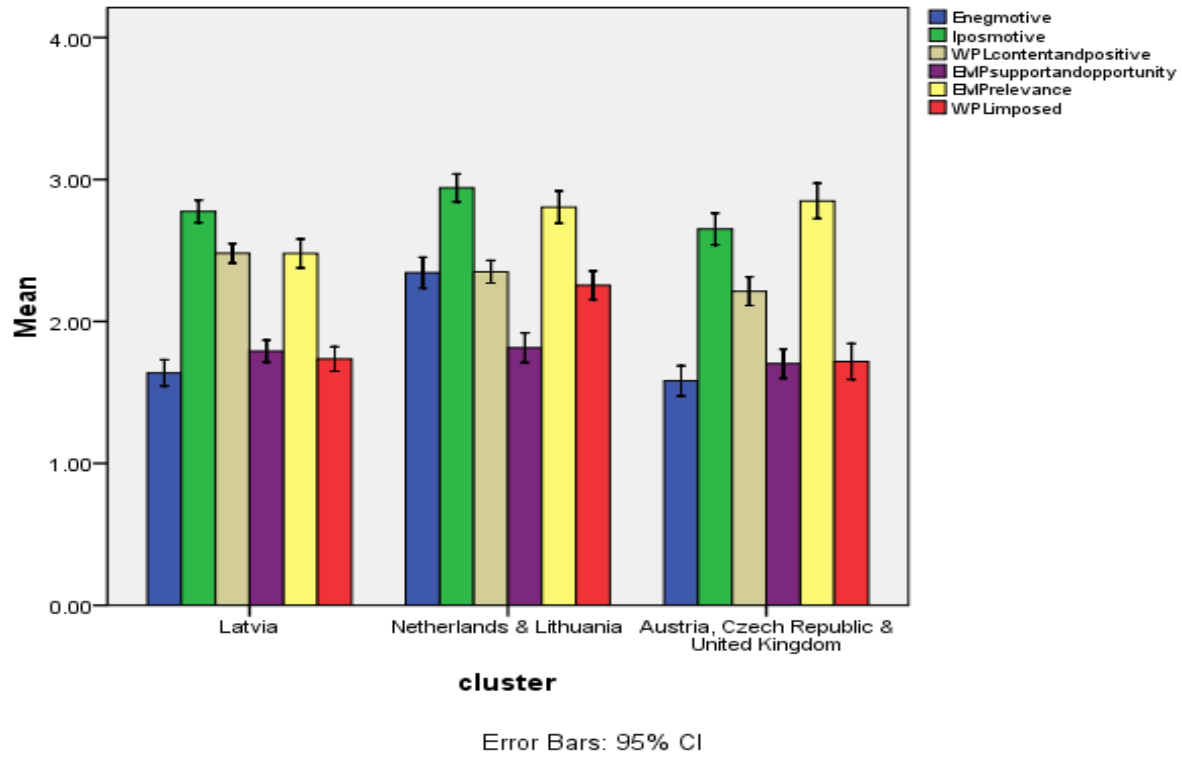


## *Recoded the quantitative scores*

- not at all 5 -> 0
- to a very low extent 4 -> 1
- to a limited extent 3 -> 2
- to a considerable extent 2 -> 3
- and to a great extent 1 -> 4;
  
- strongly agree 1 -> 2,
- agree 2 -> 1
- neither agree, nor disagree 3 -> 0
- disagree 4 -> -1
- and strongly disagree 5 -> -2



Scale	Items	Mean	Standard deviation	Alpha
Enegmotive	2	1.86	.99	.54
Iposmotive	2	2.80	.86	.67
Empsupandop	5	1.77	.85	.77
Emprelevance	2	2.69	1.01	.70
WPLownandpos	5	2.36	.74	.81
WPLimposed	2	1.91	.96	.61







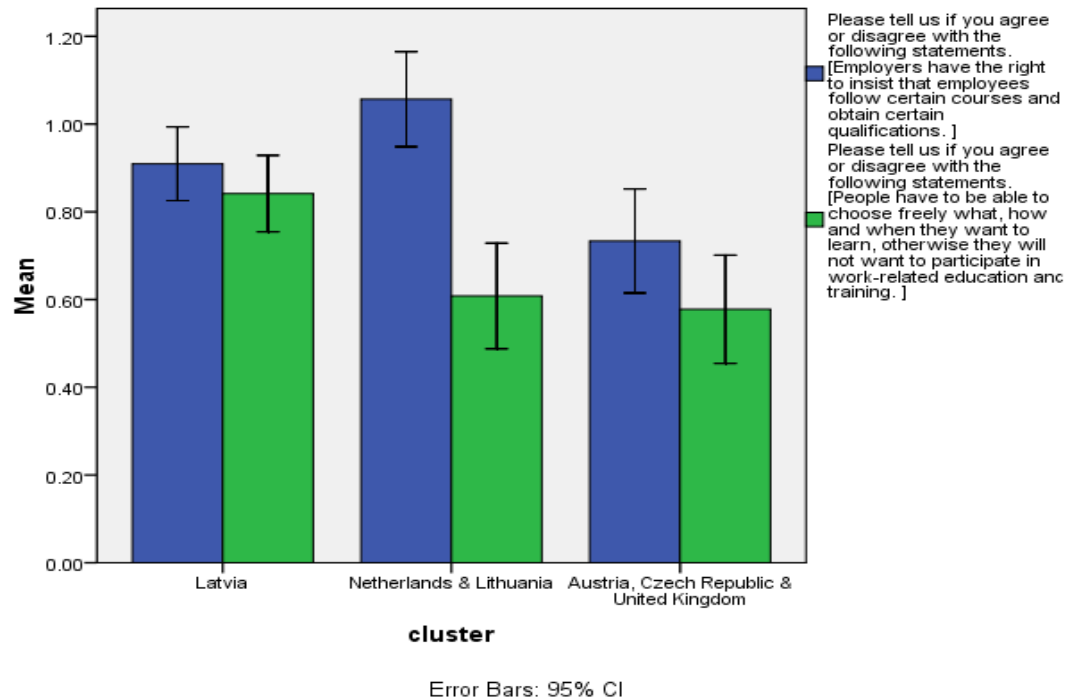
## *Sample of three clusters*



- cluster analyses using these scales (variables) indicated three clusters of countries which cases are used in the following comparative analyses: Austria (182), Czech Republic (55), Netherlands (138), Lithuania (182), Latvia (353) and United Kingdom (34) (in total 949 valid cases)



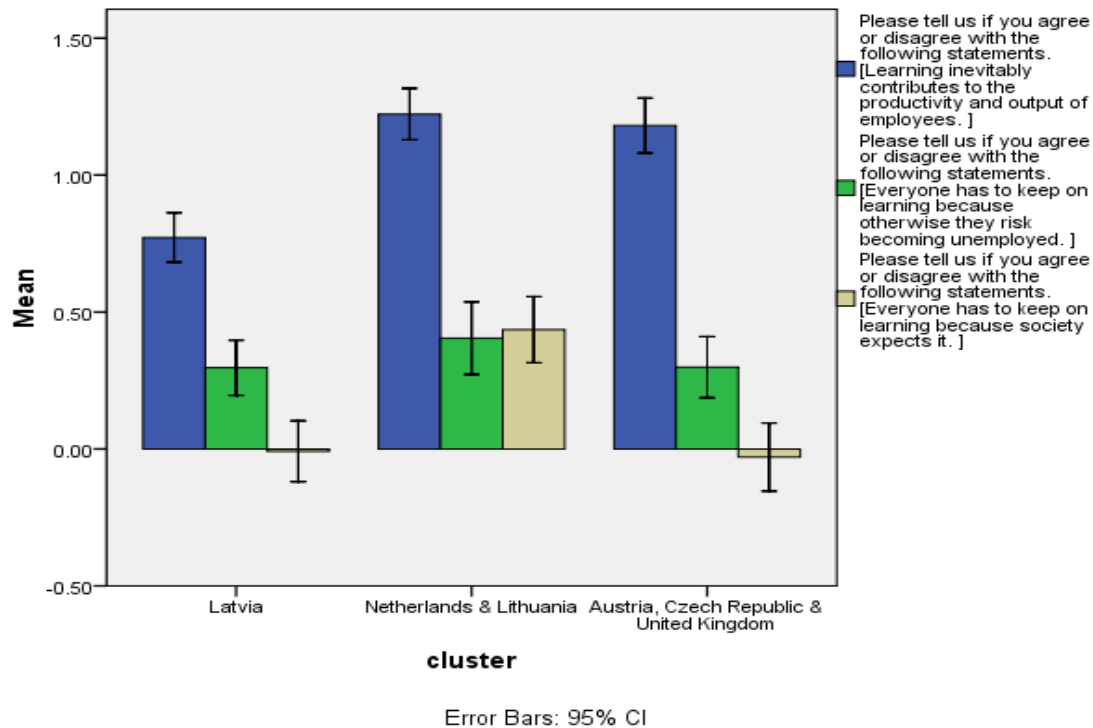
# Employers right to insists against freedom to choose to learn?





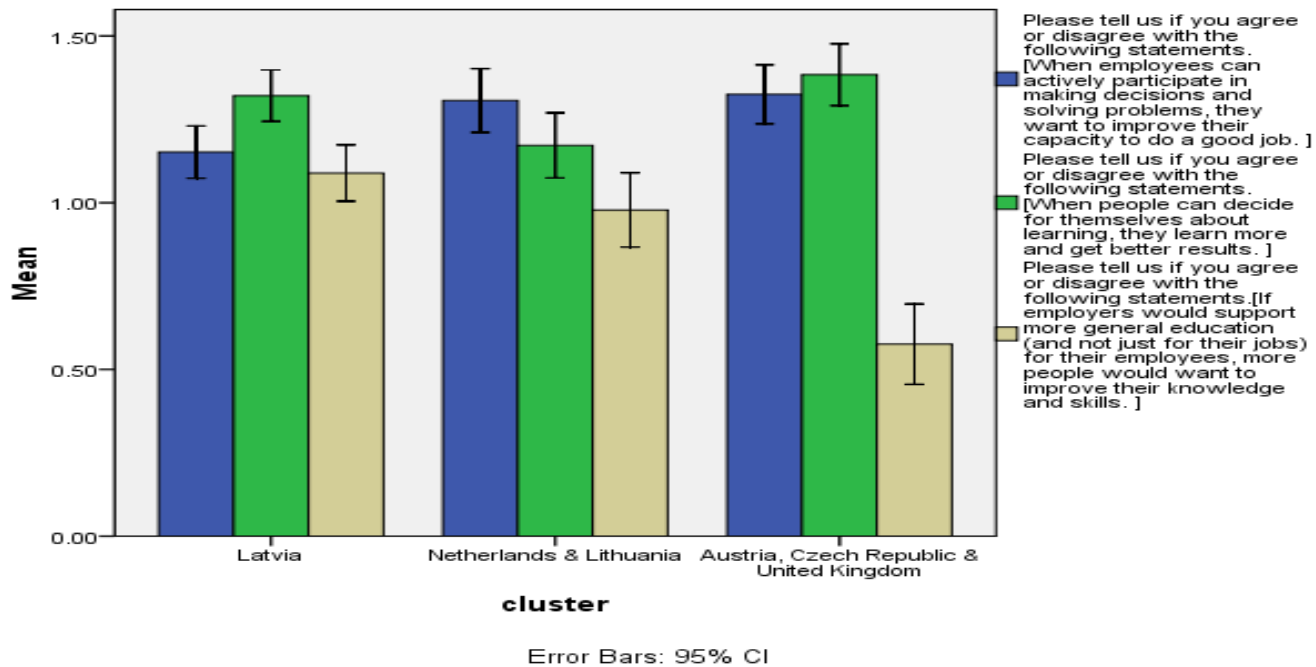


# Learning for productivity, employment and society?



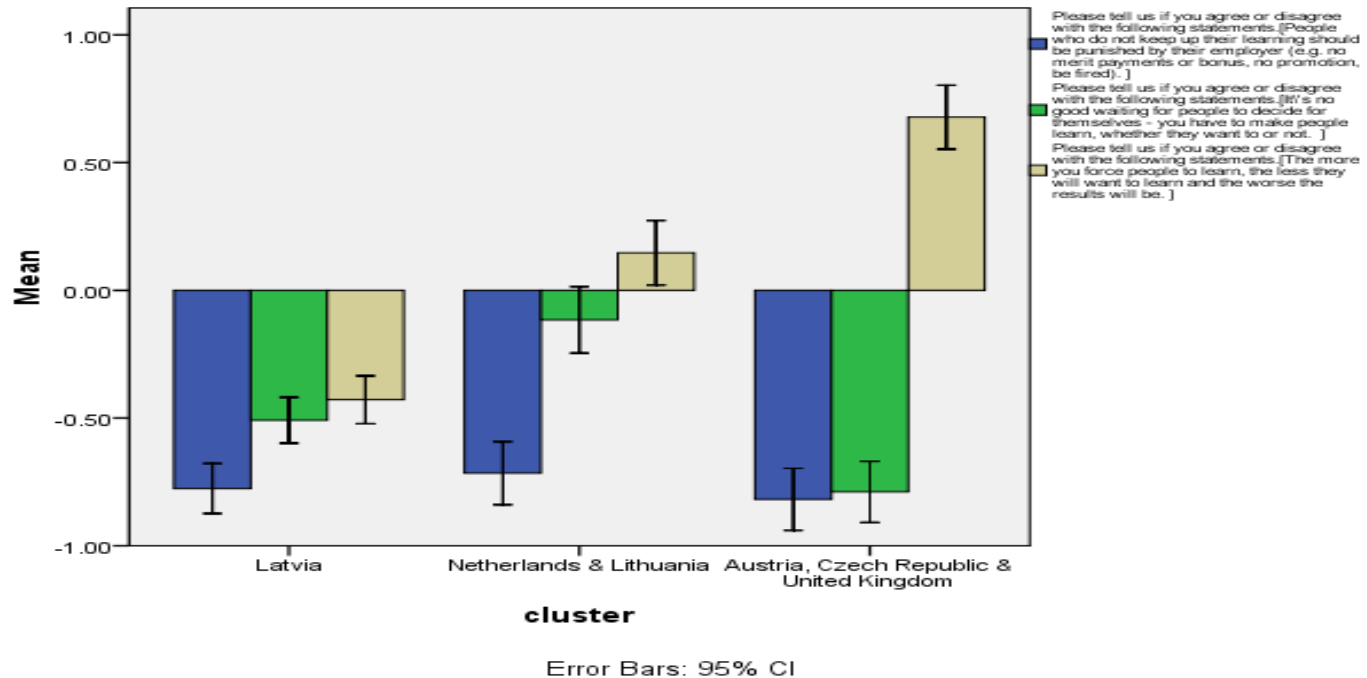


# Autonomy: decisions, learning results and general education?





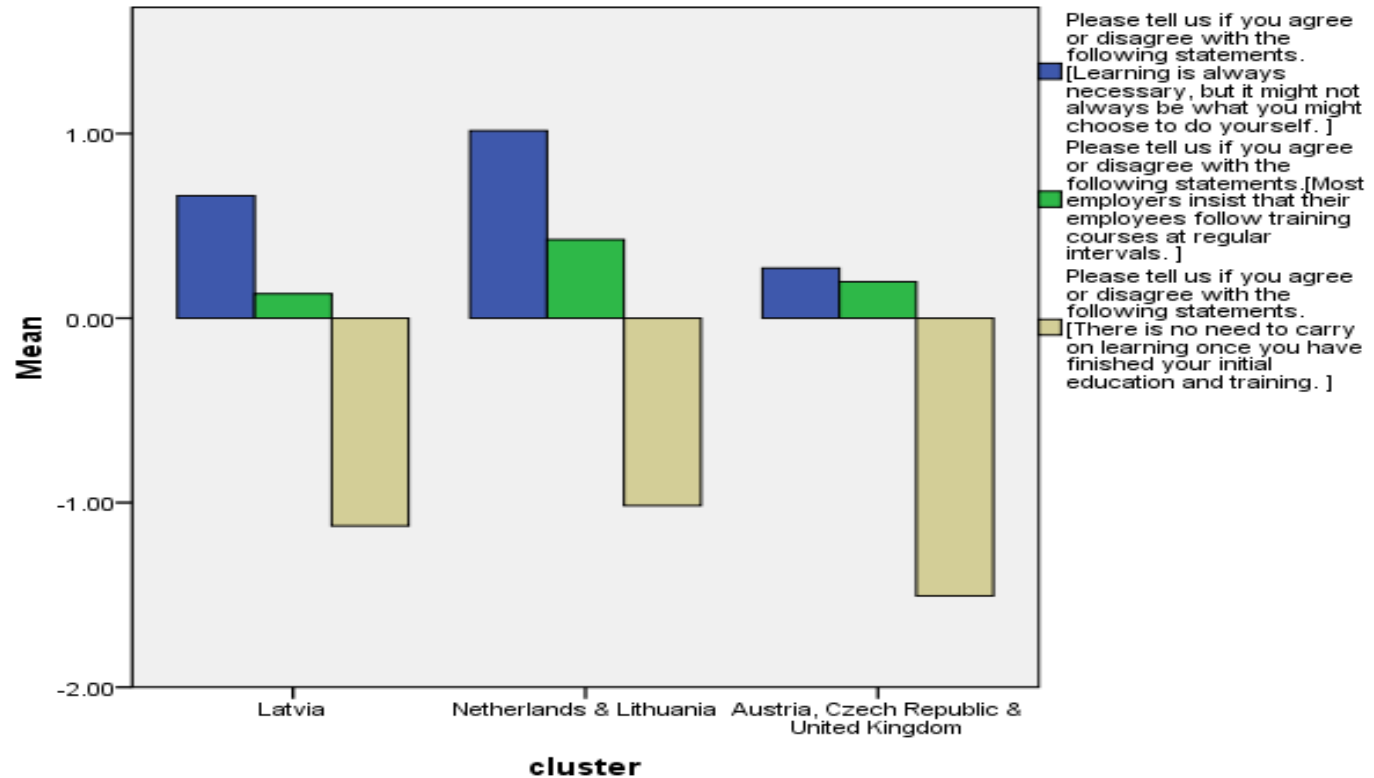
# Compulsion: punishment, no waiting people learn and force (with worse results)?





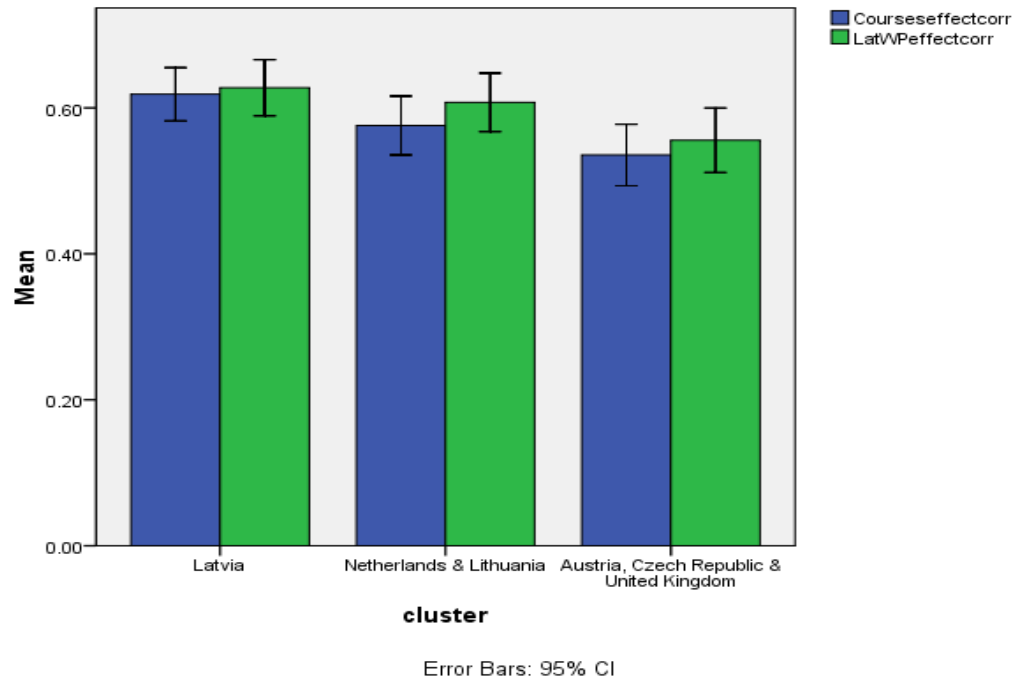
# *Which opinions discriminate the clusters?*

<b>LV (negative)</b>	<b>NL &amp; LT (positive)</b>	<b>AT, CZ &amp; UK (positive)</b>
The more you force ....	Learning necessary...not chosen yourself	The more you force ....
Learning inevitably ...productivity..	It´s no good waiting ....	Learning inevitably ...productivity ....
If employers support general education ... (-)	Keep up learning for society...	If employers support general education ... (-)
	No need carry on learning after initial education	
	Employers have the right to insist ...	
	Most employers insist that ....	





# Effects of learning (x 100 = percentage)







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## *Some concluding remarks?*

- Latvia discriminates from the other countries because of a more negative appreciation of 'learning' and for Austria, Czech and United Kingdom it is the other way around
- Netherlands and Lithuania discriminates from the other countries because they accept more the influence of the context and adapt to it





Thank you for your coming and  
 attention

