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教育

RN2 Workplace learning survey: Comparative analysis outcomes

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Overview

- Comparative analysis
- Technical issues
- Sample description
- Descriptive data analysis



Comparative analysis

- Comparison of seven countries
 - AT, CN, LT, MY, NL, TH, UK
- Emergence of two country clusters
 - Obligation and voluntarism in WPL
- Differences between Asia & Europe
 - Access to learning, recognition of learning, compulsion to learn – by tendency only
- Aspects of motivation to learn



Technical issues

- Country specific response patterns
 - CN respondents inclined to agree
 - MY respondents show less agreement
 - Comparison of non-response rates advisable
- Reversal of response patterns
 - Opposite statements do not always show expected reversal of response patterns



Sample description

Country	Sample	Sectors
Austria (AT)	N=270	Tourism, Higher Education
China (CN)	N=546	Banking, Manufacturing
Lithuania (LT)	N=193	Health, Service
Malaysia (MY)	N=381	Education, Hotel, Travel
Thailand (TH)	N=168	Automobile, Hotel
The Netherlands (NL)	N=168	Public service, Health and welfare, Technical Installation, Commercial Service, Various
United Kingdom (UK)	N=56	Education (mainly)



Descriptive data analysis

- Focus on items from questions Q10, Q13, Q16
- Strongly agree/agree – in %
- No differentiation by sectors, job tenure, gender...



Country clusters

- Countries in which
 - **Obligation** to engage in further learning predominates over the principle of free will
 - **Co-existence** of obligation and free will is found
- Borderline countries emerged between the two clusters

Voluntarism vs. obligation (I)

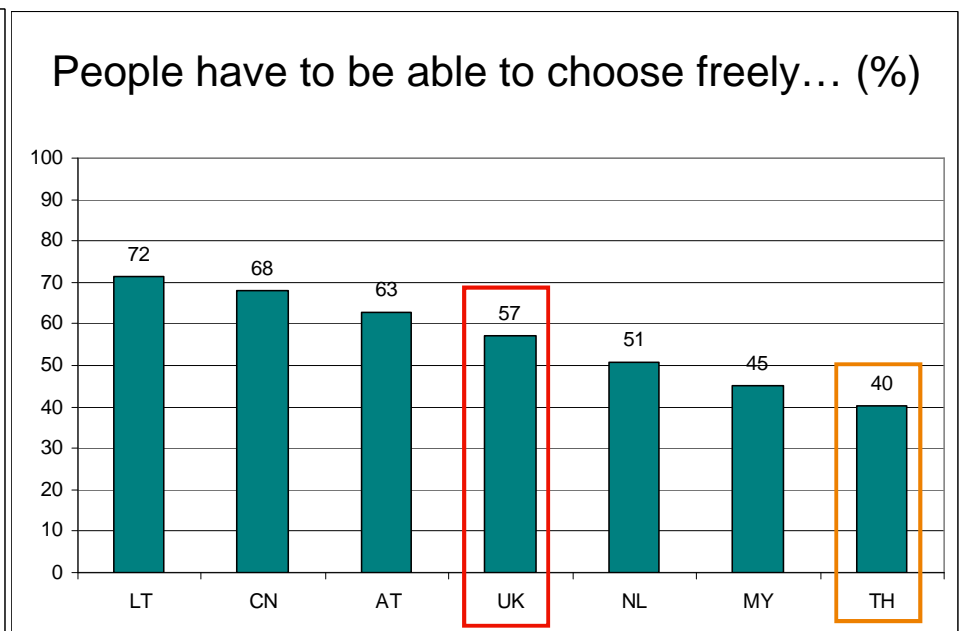
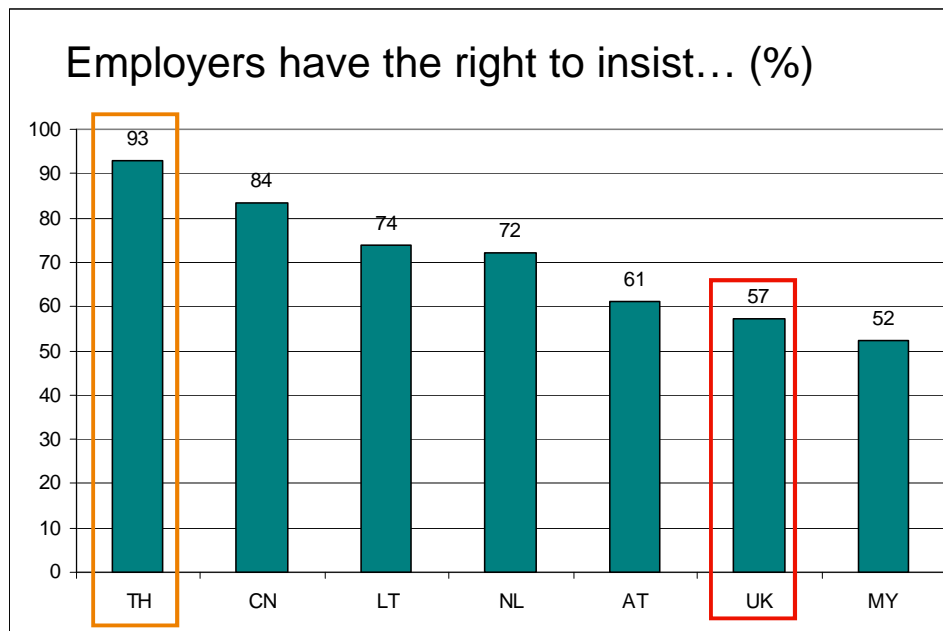
- People have to be able to choose freely...(1)
 - Employers have the right to insist... (2)

 - Reversal in agreement with both statements expected, but only true for some countries
- Country clusters (see next slide)



Voluntarism vs. obligation (II)

- **Obligation predominate cluster:**
TH, CN, NL
- Reverse agreement for statements
- Acceptance of social norm to learn (3)
- Employers make use of their right...(4)
- **Co-existence cluster:**
AT, LT, MY, **UK**
- Similar agreement for statements
- Organisational norms of learning accepted (esp. UK, AT) (5)



Asia vs. Europe

- Response patterns
 - No clear differences between Asia and Europe for the countries included in the comparison
 - Tendencies are visible



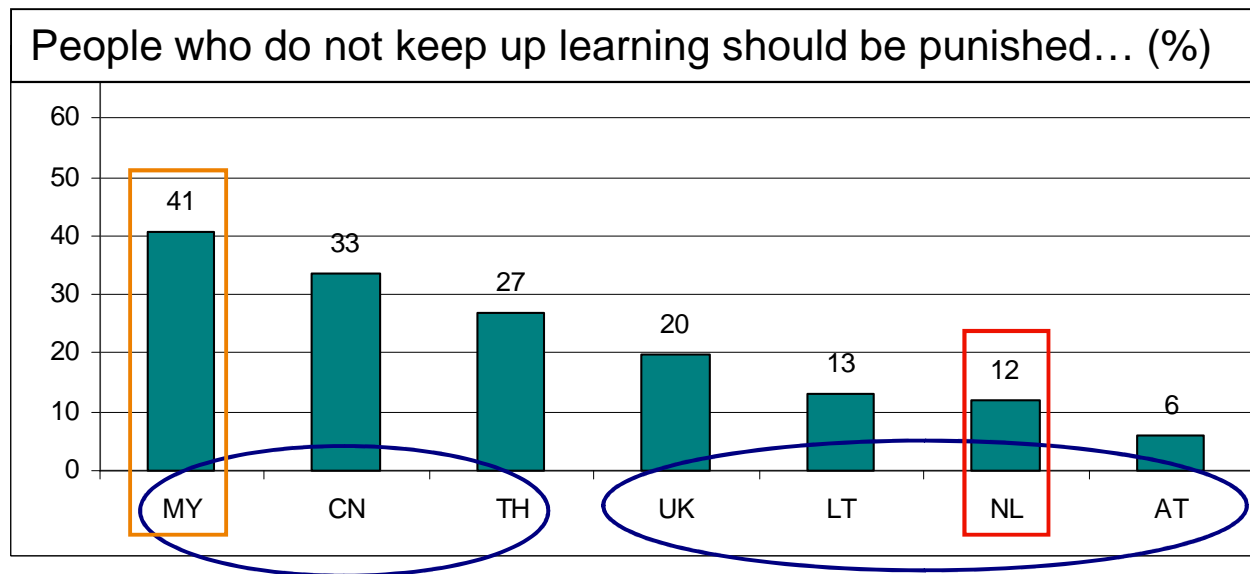
Access, Recognition,...

- More learning opportunities than employees lower down the hierarchy... (6)
 - Asia: organisational systems more hierarchical in their structures and practices of continuing learning provision
 - Europe: access to continuing education judged to be open to all
- Recognition given to employees who improved knowledge and skills...(7)
 - Asia: Employees experience more recognition for their learning
 - Europe: Respondents more critical with regard to employers' commitment to learning provision and recognition



...Compulsion

- People who do not keep up learning should be punished (8)
 - Low level of agreement across all seven countries
 - MY shifts to „obligation predominates“ cluster;
NL shifts to „co-existence“ cluster
 - Asia/Europe: difference in the acceptance of sanctions by employers



Motivation to continue learning

- Motivation for learning in all countries strongly supported by
 - Participation in decision making (9)
 - Employer support for general education (not just job-related education) (10)
- Motivation to learn caused by the „risk of losing the job“ (11)
 - Esp. in CN and TH, LT

Contact & Download

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