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

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

![Bar charts showing percentage of agreement on voluntarism and obligation across different countries.](chart)
Asia vs. Europe

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

Institute of Educational Science
Access, Recognition,…

- More learning opportunities than employees lower down the hierarchy… (6)
  - Asia: organisational systems more hierachial 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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