MN2143 Workplace Learning and HRM



[1]

Anna Sfard 1998. On Two Metaphors for Learning and the Dangers of Choosing Just One. Educational Researcher. 27, 2 (1998), 4–13.

[2]

"Another nail in the coffin for learning styles" – students did not benefit from studying according to their supposed learning style: 2018. https://www.bps.org.uk/research-digest/another-nail-coffin-learning-styles.

[3]

Ashton, D. et al. 2008. Challenging the myths about learning and training in small and medium-sized enterprises: Implications for public policy. ILO.

[4]

Ashton, D. et al. 2017. Chapter 15: Business Strategies and Skills. The Oxford handbook of skills and training. J. Buchanan et al., eds. Oxford University Press.

[5]

Ashton, D. et al. 2017. Chapter 15: Business Strategies and Skills:: The Oxford handbook of skills and training. The Oxford Handbook of Skills and Training. J. Buchanan et al., eds. Oxford University Press.

[6]

Ashton, D. and Sung, J. 2006. How Competitive Strategy Matters? Understanding the Drivers of Training, Learning and Performance at the Firm Level.

[7]

Avis James 2010. Workplace learning, knowledge, practice and transformation

Avis evaluates some of the recent workplace learning literature, and argues that it does not really consider what is meant by 'power' or 'politics' and how these things impact on learning. Journal for Critical Education Policy Studies. (2010).

[8]

Bierema, L. and Callahan, J.L. 2014. Transforming HRD. Advances in Developing Human Resources. 16, 4 (Nov. 2014), 429–444. DOI:https://doi.org/10.1177/1523422314543818.

[9]

Billett, S. 2011. Chapter 5. Subjectivity, Self and Personal Agency in Learning Through and For Work. The SAGE handbook of workplace learning. SAGE. 60–72.

[10]

Bishop, D. et al. 2006. Connecting Culture and Learning in Organisations: A Review of Current Themes. (2006).

[11]

Bishop, D. 2012. Firm size and skill formation processes: an emerging debate. Journal of Education and Work. 25, 5 (Nov. 2012), 507–521. DOI:https://doi.org/10.1080/13639080.2012.661848.

[12]

Blåka, G. and Filstad, C. 2007. How does a newcomer construct identity? A socio-cultural approach to workplace learning. International Journal of Lifelong Education. 26, 1 (Jan. 2007), 59–73. DOI:https://doi.org/10.1080/02601370601151406.

[13]

Boud, D. et al. 2009. Talking up learning at work: Cautionary tales in co-opting everyday learning. International Journal of Lifelong Education. 28, 3 (May 2009), 323–334. DOI:https://doi.org/10.1080/02601370902799077.

[14]

Brooks, A.K. and Clunis, T. 2007. Where to now? Race and ethnicity in workplace learning and development research: 1980–2005. Human Resource Development Quarterly. 18, 2 (Summer 2007), 229–251. DOI:https://doi.org/10.1002/hrdq.1201.

[15]

Carbery, R. and Cross, C. 2015. Chapter 2: Strategic HRD. Human Resource Development: A Concise Introduction. Palgrave Macmillan.

[16]

Cardon, M.S. and Stevens, C.E. 2004. Managing human resources in small organizations: What do we know? Human Resource Management Review. 14, 3 (Sep. 2004), 295–323. DOI:https://doi.org/10.1016/j.hrmr.2004.06.001.

[17]

Coetzer, A. et al. 2017. Distinctive Characteristics of Small Businesses as Sites for Informal Learning. Human Resource Development Review. 16, 2 (Jun. 2017), 111–134. DOI:https://doi.org/10.1177/1534484317704291.

[18]

Coffield, F. et al. 2004. Should we be using learning styles? what research has to say to practice. Learning and Skill Research Centre.

[19]

Colley, H. and Jarvis, J. 2007. Formality and informality in the summative assessment of motor vehicle apprentices: a case study. Assessment in Education: Principles, Policy & Practice. 14, 3 (Nov. 2007), 295–314. DOI:https://doi.org/10.1080/09695940701591883.

[20]

Collin, K. et al. 2011. Work, power and learning in a risk filled occupation. Management Learning. 42, 3 (Jul. 2011), 301–318. DOI:https://doi.org/10.1177/1350507610394411.

[21]

Contu, A. et al. 2003. Against Learning. Human Relations. 56, 8 (Aug. 2003), 931–952. DOI:https://doi.org/10.1177/00187267030568002.

[22]

Contu, A. and Willmott, H. 2003. Re-Embedding Situatedness: The Importance of Power Relations in Learning Theory. Organization Science. 14, 3 (Jun. 2003), 283–296. DOI:https://doi.org/10.1287/orsc.14.3.283.15167.

[23]

Crowther, J. et al. 2010. Adult literacy, learning identities and pedagogic practice. International Journal of Lifelong Education. 29, 6 (Nov. 2010), 651–664. DOI:https://doi.org/10.1080/02601370.2010.524010.

[24]

De Grip, A. and Sieben, I. 2009. The effectiveness of more advanced human resource systems in small firms. The International Journal of Human Resource Management. 20, 9 (Sep. 2009), 1914–1928. DOI:https://doi.org/10.1080/09585190903142373.

[25]

Doyle, W. et al. 2012. Workplace Learning Issues of Hotel Employees: Examining Differences Across Management Status and Gender. Journal of Human Resources in Hospitality & Tourism. 11, 4 (Oct. 2012), 259–279. DOI:https://doi.org/10.1080/15332845.2012.690679.

[26]

Edwards, P. 2010. Skills and the Small Firm: A Research and Policy Briefing. UKCES.

[27]

Eraut *, M. 2004. Informal learning in the workplace. Studies in Continuing Education. 26, 2 (Jul. 2004), 247–273. DOI:https://doi.org/10.1080/158037042000225245.

[28]

Eraut, M. et al. 1999. The Impact of the Manager on Learning in the Workplace. Speaking truth to power: research and policy on lifelong learning. Policy.

[29]

Evans, K. et al. 2007. Chapter 2: Expansive and Restrictive Learning Environments. Improving Workplace Learning. Taylor & Francis Group.

[30]

Evans, K. et al. 2007. Chapter 3: Applying the Expansive / Restrictive Framework. Improving Workplace Learning. Taylor & Francis Group.

[31]

Evans, K. and Fuller, A. 2006. Chapter 1: Workplace Learning: Perspectives and Challenges. Improving workplace learning. Routledge.

[32]

Evans, K. and Fuller, A. 2006. Chapter 4: Learner biographies, workplace practices, and learning. Improving workplace learning. Routledge.

[33]

Evans, K. and Fuller, A. 2006. Improving workplace learning. Routledge.

[34]

Felstead, A. et al. 2005. Surveying the scene: learning metaphors, survey design and the workplace context. Journal of Education and Work. 18, 4 (Dec. 2005), 359–383. DOI:https://doi.org/10.1080/13639080500327857.

[35]

Fenwick, T. 2015. Chapter 11: Conceptualising Critical HRD (CHRD). The Routledge Companion to Human Resource Development. Routledge.

[36]

Fenwick, T. 2008. Workplace learning: Emerging trends and new perspectives. New Directions for Adult and Continuing Education. 2008, 119 (Jun. 2008), 17–26. DOI:https://doi.org/10.1002/ace.302.

[37]

Four reasons to avoid 'learning styles' – and one alternative: 2017. https://www.britishcouncil.org/voices-magazine/four-reasons-avoid-learning-styles-one-alternative.

[38]

Fuller, A. et al. 2004. Chapter 2: Political Economy and Workplace Learning. Workplace learning in context. Routledge.

[39]

Fuller, A. et al. 2004. Chapter 3: The Employment Relationship and Workplace Learning. Workplace learning in context. Routledge.

[40]

Fuller, A. et al. 2005. Learning as peripheral participation in communities of practice: a reassessment of key concepts in workplace learning. British Educational Research Journal. 31, 1 (Feb. 2005), 49–68. DOI:https://doi.org/10.1080/0141192052000310029.

[41]

Fuller, A. et al. 2003. The impact of informal learning at work on business productivity: final report to the DTI October 2003. DTI.

[42]

Fuller, A. et al. 2004. Workplace Learning in Context. Taylor and Francis.

[43]

Geare, A. et al. 2006. Employment relationships: ideology and HRM practice. The International Journal of Human Resource Management. 17, 7 (Jul. 2006), 1190–1208. DOI:https://doi.org/10.1080/09585190600756442.

[44]

Gibson, S.K. 2004. Social Learning (Cognitive) Theory and Implications for Human Resource Development. Advances in Developing Human Resources. 6, 2 (May 2004), 193–210. DOI:https://doi.org/10.1177/1523422304263429.

[45]

Gold, J. and Thorpe, R. 2008. 'Training, it's a load of crap!': the story of the hairdresser and his 'Suit'. Human Resource Development International. 11, 4 (Sep. 2008), 385–399. DOI:https://doi.org/10.1080/13678860802261579.

[46]

Gvaramadze, I. 2008. Human resource development practice: the paradox of empowerment and individualization. Human Resource Development International. 11, 5 (Nov. 2008), 465–477. DOI:https://doi.org/10.1080/13678860802417601.

[47]

Harteis, C. et al. 2015. Effects of age, gender and occupation on perceived workplace learning support. International Journal of Training Research. 13, 1 (Jan. 2015), 64–81. DOI:https://doi.org/10.1080/14480220.2015.1051349.

[48]

Harteis, C. et al. 2015. Effects of age, gender and occupation on perceived workplace learning support. International Journal of Training Research. 13, 1 (Jan. 2015), 64–81. DOI:https://doi.org/10.1080/14480220.2015.1051349.

[49]

Higgins, D. and Aspinall, C. 2011. Learning to learn: a case for developing small firm owner/managers. Journal of Small Business and Enterprise Development. 18, 1 (2011), 43–57. DOI:https://doi.org/10.1108/14626001111106424.

[50]

Hodkinson, P. and Hodkinson, H. 2004. The significance of individuals' dispositions in workplace learning: a case study of two teachers. Journal of Education and Work. 17, 2 (Jun. 2004), 167–182. DOI:https://doi.org/10.1080/13639080410001677383.

[51]

Hodkinson, Phil 2004. The Significance of Individual Biography in Workplace Learning. Studies in the Education of Adults. 36, 1 (2004), 6–24.

[52]

Hughes, J. et al. 2013. Communities of Practice: Critical Perspectives. Taylor & Francis Group.

[53]

Illeris, K. 2011. The fundamentals of workplace learning: understanding how people learn in working life. Routledge.

[54]

infed.org | Jean Lave, Etienne Wenger and communities of practice: http://infed.org/mobi/jean-lave-etienne-wenger-and-communities-of-practice/.

[55]

Jacobs, R.L. and Park, Y. 2009. A Proposed Conceptual Framework of Workplace Learning: Implications for Theory Development and Research in Human Resource Development. Human Resource Development Review. 8, 2 (Jun. 2009), 133–150. DOI:https://doi.org/10.1177/1534484309334269.

[56]

Järvensivu, A. and Koski, P. 2012. Combating learning. Journal of Workplace Learning. 24, 1 (Jan. 2012), 5–18. DOI:https://doi.org/10.1108/13665621211191078.

[57]

Jarvis, P. et al. 2003. The theory and practice of learning. Kogan Page.

[58]

John Seely Brown and Paul Duguid 1991. Organizational Learning and Communities-of-Practice: Toward a Unified View of Working, Learning, and Innovation. Organization Science. 2, 1 (1991), 40–57.

[59]

Keep, E. 2010. Chapter 6: Recent Research on Workplace Learning and its Implications for National Skills Policies Across the OECD. Beyond Skill. J. Bryson, ed. Palgrave Macmillan UK. 105–126.

[60]

Kessler, I. and Gibney, J. 2005. Workplace Learning and Public Service Needs. Review of Public Personnel Administration. 25, 1 (Mar. 2005), 82–95. DOI:https://doi.org/10.1177/0734371X04269577.

[61]

Kim, S. and McLean, G.N. 2014. The Impact of National Culture on Informal Learning in the Workplace. Adult Education Quarterly. 64, 1 (Feb. 2014), 39–59. DOI:https://doi.org/10.1177/0741713613504125.

[62]

Lave, J. and Wenger, E. 1991. Situated learning: legitimate peripheral participation. Cambridge University Press.

[63]

Lemke-Westcott, T. and Johnson, B. 2013. When culture and learning styles matter: A Canadian university with Middle-Eastern students. Journal of Research in International Education. 12, 1 (Apr. 2013), 66–84. DOI:https://doi.org/10.1177/1475240913480105.

[64]

Liao, Y.-S. 2006. Human resource management control system and firm performance: a contingency model of corporate control. The International Journal of Human Resource Management. 17, 4 (Apr. 2006), 716–733. DOI:https://doi.org/10.1080/09585190600581691.

[65]

Livingstone, D.W. 2005. Expanding Conception of Work and Learning: Recent Research and Policy Implications. International Handbook of Educational Policy. Springer. 977–995.

[66]

Malcolm, J. et al. 2003. The interrelationships between informal and formal learning. Journal of Workplace Learning. 15, 7/8 (Dec. 2003), 313–318. DOI:https://doi.org/10.1108/13665620310504783.

[67]

Malik, A. 2009. Training drivers, competitive strategy and clients' needs. Journal of European Industrial Training. 33, 2 (Feb. 2009), 160–177. DOI:https://doi.org/10.1108/03090590910939058.

[68]

Malloch, M. 2011. The SAGE handbook of workplace learning. SAGE.

[69]

Mayson, S. and Barrett, R. 2006. The 'science' and 'practice' of HRM in small firms. Human Resource Management Review. 16, 4 (Dec. 2006), 447–455. DOI:https://doi.org/10.1016/j.hrmr.2006.08.002.

[70]

McGuire, D. et al. 2008. Managers' personal values as predictors of importance attached to training and development: a cross-country exploratory study. Human Resource Development International. 11, 4 (Sep. 2008), 335–350. DOI:https://doi.org/10.1080/13678860802261520.

[71]

McGuire, D. and Gubbins, C. 2010. The Slow Death of Formal Learning: A Polemic. Human Resource Development Review. 9, 3 (Sep. 2010), 249–265. DOI:https://doi.org/10.1177/1534484310371444.

[72]

McGuire, D. and Kissack, H. 2015. Chapter 45: Line Managers and HRD. The Routledge Companion to Human Resource Development. Routledge.

[73]

Mirchandani, K. 2012. Learning racial hierarchies. Journal of Workplace Learning. 24, 5 (Jun. 2012), 338–350. DOI:https://doi.org/10.1108/13665621211239877.

[74]

Nielsen, K. 2008. Gender, Learning and Social Practice. Vocations and Learning. 1, 3 (Nov. 2008), 173–190. DOI:https://doi.org/10.1007/s12186-008-9010-5.

[75]

Niemeyer, B. and Colley, H. 2015. Why do we need (another) special issue on gender and VET? Journal of Vocational Education & Training. 67, 1 (Jan. 2015), 1–10. DOI:https://doi.org/10.1080/13636820.2014.971498.

[76]

Nolan, C.T. and Garavan, T.N. 2016. Human Resource Development in SMEs: A Systematic Review of the Literature. International Journal of Management Reviews. 18, 1 (Jan. 2016), 85–107. DOI:https://doi.org/10.1111/ijmr.12062.

[77]

Retna, K.S. and Jones, D. 2013. The "learning organisation" and Singapore culture. The Learning Organization. 20, 4/5 (May 2013), 338–351. DOI:https://doi.org/10.1108/TLO-06-2011-0036.

[78]

Roth, Gene 2015. The Routledge Companion to Human Resource Development. Routledge.

[79]

Sawchuk, P.H. 2008. Theories and methods for research on informal learning and work: towards cross-fertilization. Studies in Continuing Education. 30, 1 (Mar. 2008), 1–16. DOI:https://doi.org/10.1080/01580370701628474.

[80]

Stephen Bach, and Martin R. Edwards 2012. Chapter 1: Human Resource Management in Transition. Managing Human Resources: Human Resource Management in Transition. John Wiley & Sons, Incorporated.

[81]

Stephen Bach, and Martin R. Edwards 2012. Chapter 2: Human Resource Management and Performance. Managing Human Resources: Human Resource Management in Transition. John Wiley & Sons, Incorporated.

[82]

Sung, J. and Ashton, D. 2015. Chapter 2: The Long Wait is Over: Linking Business Strategy

to Skills. Skills in Business: The Role of Business Strategy, Sectoral Skills Development and Skills Policy. SAGE Publications.

[83]

Tanggaard, L. 2006. Situating gendered learning in the workplace. Journal of Workplace Learning. 18, 4 (Jun. 2006), 220–234. DOI:https://doi.org/10.1108/13665620610665827.

[84]

Tennant, M. 2006. Chapter 6: Learning Styles. Psychology and adult learning. Routledge.

[85]

Timma, H. 2007. Experiencing the workplace: shaping worker identities through assessment, work and learning. Studies in Continuing Education. 29, 2 (Jul. 2007), 163–179. DOI:https://doi.org/10.1080/01580370701403282.

[86]

Torrington, D. et al. 2017. Human resource management. Pearson.

[87]

Van der Heijden, B. et al. 2015. Chapter 47: New Ways of Working and Employability. The Routledge Companion to Human Resource Development. Routledge.

[88]

Warhurst, C. et al. 2017. Chapter 4 (in section 1): A New Social Construction of Skill. The Oxford handbook of skills and training. J. Buchanan et al., eds. Oxford University Press.

[89]

Wenger, E. 2009. A social theory of learning. Routledge.

[90]

Wenger, E. 2000. Communities of Practice and Social Learning Systems. Organization. 7, 2 (May 2000), 225–246. DOI:https://doi.org/10.1177/135050840072002.

[91]

Werner, J. 2015. Chapter 9: Human Resource Management and HRD. The Routledge Companion to Human Resource Development. Routledge.

[92]

What can we learn from vocational training in Germany? 2018. https://feweek.co.uk/2018/09/21/what-can-we-learn-from-vocational-training-in-germany/.

[93]

Zhang, W. 2008. Conceptions of lifelong learning in Confucian culture: their impact on adult learners. International Journal of Lifelong Education. 27, 5 (Sep. 2008), 551–557. DOI:https://doi.org/10.1080/02601370802051561.