

MN2143 Workplace Learning and HRM

View Online



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

Anon. n.d. 'Infed.Org | Jean Lave, Etienne Wenger and Communities of Practice'. Retrieved (<http://infed.org/mobi/jean-lave-etienne-wenger-and-communities-of-practice/>).

Ashton, David, Caroline Lloyd, and Chris Warhurst. 2017a. 'Chapter 15: Business Strategies and Skills'. in *The Oxford handbook of skills and training*, edited by J. Buchanan, D. Finegold, K. Mayhew, and Christopher Warhurst. Oxford: Oxford University Press.

Ashton, David, Caroline Lloyd, and Chris Warhurst. 2017b. 'Chapter 15: Business Strategies and Skills :: The Oxford Handbook of Skills and Training'. in *The Oxford Handbook of Skills and Training*, edited by J. Buchanan, D. Finegold, K. Mayhew, and C. Warhurst. Oxford: Oxford University Press.

Ashton, David, and Johnny Sung. 2006. 'How Competitive Strategy Matters? Understanding the Drivers of Training, Learning and Performance at the Firm Level'. (SKOPE Research Paper 66).

Ashton, David, Johnny Sung, Arwen Raddon, and Trevor Riordan. 2008. 'Challenging the Myths about Learning and Training in Small and Medium-Sized Enterprises: Implications for Public Policy'.

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*.

Bierema, Laura, and Jamie L. Callahan. 2014. 'Transforming HRD'. *Advances in Developing Human Resources* 16(4):429-44. doi: 10.1177/1523422314543818.

Billett, Stephen. 2011. 'Chapter 5. Subjectivity, Self and Personal Agency in Learning Through and For Work'. Pp. 60-72 in *The SAGE handbook of workplace learning*. Los Angeles, Calif: SAGE.

Bishop, Daniel. 2012. 'Firm Size and Skill Formation Processes: An Emerging Debate'. *Journal of Education and Work* 25(5):507-21. doi: 10.1080/13639080.2012.661848.

Bishop, Daniel, Alan Felstead, Alison Fuller, Nick Jewson, Tracey Lee, and Lorna Unwin. 2006. 'Connecting Culture and Learning in Organisations: A Review of Current Themes'.

- Blåka, Gunnhild, and Cathrine Filstad. 2007. 'How Does a Newcomer Construct Identity? A Socio-cultural Approach to Workplace Learning'. *International Journal of Lifelong Education* 26(1):59–73. doi: 10.1080/02601370601151406.
- Boud, David, Donna Rooney, and Nicky Solomon. 2009. 'Talking up Learning at Work: Cautionary Tales in Co-opting Everyday Learning'. *International Journal of Lifelong Education* 28(3):323–34. doi: 10.1080/02601370902799077.
- Brooks, Ann K., and Tamara Clunis. 2007. 'Where to Now? Race and Ethnicity in Workplace Learning and Development Research: 1980–2005'. *Human Resource Development Quarterly* 18(2):229–51. doi: 10.1002/hrdq.1201.
- Carbery, Ronan, and Christine Cross. 2015. 'Chapter 2: Strategic HRD'. in *Human Resource Development: A Concise Introduction*. Basingstoke: Palgrave Macmillan.
- Cardon, Melissa S., and Christopher E. Stevens. 2004. 'Managing Human Resources in Small Organizations: What Do We Know?' *Human Resource Management Review* 14(3):295–323. doi: 10.1016/j.hrmr.2004.06.001.
- Coetzer, Alan, Henrik Kock, and Andreas Wallo. 2017. 'Distinctive Characteristics of Small Businesses as Sites for Informal Learning'. *Human Resource Development Review* 16(2):111–34. doi: 10.1177/1534484317704291.
- Coffield, Frank, David Moseley, Elaine Hall, and Kathryn Ecclestone. 2004. 'Should We Be Using Learning Styles? What Research Has to Say to Practice'.
- Colley, Helen, and Janis Jarvis. 2007. 'Formality and Informality in the Summative Assessment of Motor Vehicle Apprentices: A Case Study'. *Assessment in Education: Principles, Policy & Practice* 14(3):295–314. doi: 10.1080/09695940701591883.
- Collin, K., T. Sintonen, S. Paloniemi, and T. Auvinen. 2011. 'Work, Power and Learning in a Risk Filled Occupation'. *Management Learning* 42(3):301–18. doi: 10.1177/1350507610394411.
- Contu, Alessia, Christopher Grey, and Anders örtenblad. 2003. 'Against Learning'. *Human Relations* 56(8):931–52. doi: 10.1177/00187267030568002.
- Contu, Alessia, and Hugh Willmott. 2003. 'Re-Embedding Situatedness: The Importance of Power Relations in Learning Theory'. *Organization Science* 14(3):283–96. doi: 10.1287/orsc.14.3.283.15167.
- Crowther, Jim, Kathy Maclachlan, and Lyn Tett. 2010. 'Adult Literacy, Learning Identities and Pedagogic Practice'. *International Journal of Lifelong Education* 29(6):651–64. doi: 10.1080/02601370.2010.524010.
- De Grip, Andries, and Inge Sieben. 2009. 'The Effectiveness of More Advanced Human Resource Systems in Small Firms'. *The International Journal of Human Resource Management* 20(9):1914–28. doi: 10.1080/09585190903142373.
- Doyle, Wendy, Sandi Findlay, and Jeffrey D. Young. 2012. 'Workplace Learning Issues of Hotel Employees: Examining Differences Across Management Status and Gender'. *Journal of Human Resources in Hospitality & Tourism* 11(4):259–79. doi:

10.1080/15332845.2012.690679.

Edwards, Paul. 2010. 'Skills and the Small Firm: A Research and Policy Briefing'.

Eraut *, Michael. 2004. 'Informal Learning in the Workplace'. *Studies in Continuing Education* 26(2):247–73. doi: 10.1080/158037042000225245.

Eraut, M., J. Alderton, G. Cole, and P. Senker. 1999. 'The Impact of the Manager on Learning in the Workplace'. in *Speaking truth to power: research and policy on lifelong learning*. Vol. Learning society. Bristol: Policy.

Evans, Karen, and Alison Fuller. 2006a. 'Chapter 1: Workplace Learning: Perspectives and Challenges'. in *Improving workplace learning*. London: Routledge.

Evans, Karen, and Alison Fuller. 2006b. 'Chapter 4: Learner Biographies, Workplace Practices, and Learning'. in *Improving workplace learning*. Vol. Improving learning TLRP. London: Routledge.

Evans, Karen, and Alison Fuller. 2006c. *Improving Workplace Learning*. London: Routledge.

Evans, Karen, Helen Rainbird, Lorna Unwin, and Phil Hodkinson. 2007a. 'Chapter 2: Expansive and Restrictive Learning Environments'. in *Improving Workplace Learning*. Taylor & Francis Group.

Evans, Karen, Helen Rainbird, Lorna Unwin, and Phil Hodkinson. 2007b. 'Chapter 3: Applying the Expansive / Restrictive Framework'. in *Improving Workplace Learning*. Taylor & Francis Group.

Felstead, Alan, Alison Fuller, Lorna Unwin, David Ashton, Peter Butler, and Tracey Lee. 2005. 'Surveying the Scene: Learning Metaphors, Survey Design and the Workplace Context'. *Journal of Education and Work* 18(4):359–83. doi: 10.1080/13639080500327857.

Fenwick, Tara. 2008. 'Workplace Learning: Emerging Trends and New Perspectives'. *New Directions for Adult and Continuing Education* 2008(119):17–26. doi: 10.1002/ace.302.

Fenwick, Tara. 2015. 'Chapter 11: Conceptualising Critical HRD (CHRD)'. in *The Routledge Companion to Human Resource Development*. Abingdon, Oxon: Routledge.

Fuller, Alison, Great Britain. Department of Trade and Industry, and University of Leicester. 2003. *The Impact of Informal Learning at Work on Business Productivity: Final Report to the DTI October 2003*. Vol. Skills research programme. London: DTI.

Fuller, Alison, Heather Hodkinson, Phil Hodkinson, and Lorna Unwin. 2005. 'Learning as Peripheral Participation in Communities of Practice: A Reassessment of Key Concepts in Workplace Learning'. *British Educational Research Journal* 31(1):49–68. doi: 10.1080/0141192052000310029.

Fuller, Alison, Anne Munro, and Helen Rainbird. 2004. *Workplace Learning in Context*. Hoboken: Taylor and Francis.

Fuller, Alison, Helen Rainbird, Alison Fuller, and Anne Munro. 2004a. 'Chapter 2: Political Economy and Workplace Learning'. in *Workplace learning in context*. London: Routledge.

Fuller, Alison, Helen Rainbird, Alison Fuller, and Anne Munro. 2004b. 'Chapter 3: The Employment Relationship and Workplace Learning'. in *Workplace learning in context*. London: Routledge.

Geare, Alan, Fiona Edgar, and Ian McAndrew. 2006. 'Employment Relationships: Ideology and HRM Practice'. *The International Journal of Human Resource Management* 17(7):1190–1208. doi: 10.1080/09585190600756442.

Gibson, Sharon K. 2004. 'Social Learning (Cognitive) Theory and Implications for Human Resource Development'. *Advances in Developing Human Resources* 6(2):193–210. doi: 10.1177/1523422304263429.

Gold, Jeff, and Richard Thorpe. 2008. "'Training, It's a Load of Crap!': The Story of the Hairdresser and His 'Suit'". *Human Resource Development International* 11(4):385–99. doi: 10.1080/13678860802261579.

Gvaramadze, Irakli. 2008. 'Human Resource Development Practice: The Paradox of Empowerment and Individualization'. *Human Resource Development International* 11(5):465–77. doi: 10.1080/13678860802417601.

Harteis, Christian, Stephen Billett, Michael Goller, Andreas Rausch, and Jürgen Seifried. 2015a. 'Effects of Age, Gender and Occupation on Perceived Workplace Learning Support'. *International Journal of Training Research* 13(1):64–81. doi: 10.1080/14480220.2015.1051349.

Harteis, Christian, Stephen Billett, Michael Goller, Andreas Rausch, and Jürgen Seifried. 2015b. 'Effects of Age, Gender and Occupation on Perceived Workplace Learning Support'. *International Journal of Training Research* 13(1):64–81. doi: 10.1080/14480220.2015.1051349.

Higgins, David, and Coral Aspinall. 2011. 'Learning to Learn: A Case for Developing Small Firm Owner/Managers'. *Journal of Small Business and Enterprise Development* 18(1):43–57. doi: 10.1108/14626001111106424.

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

Hodkinson, Phil, and Heather Hodkinson. 2004. 'The Significance of Individuals' Dispositions in Workplace Learning: A Case Study of Two Teachers'. *Journal of Education and Work* 17(2):167–82. doi: 10.1080/13639080410001677383.

Hughes, Jason, Nick Jewson, and Lorna Unwin. 2013. *Communities of Practice: Critical Perspectives*. Florence: Taylor & Francis Group.

Illeris, Knud. 2011. *The Fundamentals of Workplace Learning: Understanding How People Learn in Working Life*. London: Routledge.

Jacobs, Ronald L., and Yoonhee Park. 2009. 'A Proposed Conceptual Framework of Workplace Learning: Implications for Theory Development and Research in Human Resource Development'. *Human Resource Development Review* 8(2):133–50. doi:

10.1177/1534484309334269.

Jarrett, Christian. 2018. "Another Nail in the Coffin for Learning Styles" – Students Did Not Benefit from Studying According to Their Supposed Learning Style'. British Psychological Society - Research Digest. Retrieved (<https://www.bps.org.uk/research-digest/another-nail-coffin-learning-styles>).

Järvensivu, Anu, and Pasi Koski. 2012. 'Combating Learning'. *Journal of Workplace Learning* 24(1):5–18. doi: 10.1108/13665621211191078.

Jarvis, Peter, John Holford, and Colin Griffin. 2003. *The Theory and Practice of Learning*. 2nd ed. London: Kogan Page.

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):40–57.

Keep, Ewart. 2010. 'Chapter 6: Recent Research on Workplace Learning and Its Implications for National Skills Policies Across the OECD'. Pp. 105–26 in *Beyond Skill*, edited by J. Bryson. London: Palgrave Macmillan UK.

Keep, Ewart. 2018. 'What Can We Learn from Vocational Training in Germany?' Retrieved (<https://feweek.co.uk/2018/09/21/what-can-we-learn-from-vocational-training-in-germany/>)

Kessler, Ian, and Jane Gibney. 2005. 'Workplace Learning and Public Service Needs'. *Review of Public Personnel Administration* 25(1):82–95. doi: 10.1177/0734371X04269577.

Kim, Sehoon, and Gary N. McLean. 2014. 'The Impact of National Culture on Informal Learning in the Workplace'. *Adult Education Quarterly* 64(1):39–59. doi: 10.1177/0741713613504125.

Lave, Jean, and Etienne Wenger. 1991. *Situated Learning: Legitimate Peripheral Participation*. Vol. *Learning in doing: social, cognitive and computational perspectives*. Cambridge: Cambridge University Press.

Lemke-Westcott, Tracey, and Brad Johnson. 2013. 'When Culture and Learning Styles Matter: A Canadian University with Middle-Eastern Students'. *Journal of Research in International Education* 12(1):66–84. doi: 10.1177/1475240913480105.

Lethaby, Carol. 2017. 'Four Reasons to Avoid "learning Styles" – and One Alternative'. *Voices Magazine* (British Council). Retrieved (<https://www.britishcouncil.org/voices-magazine/four-reasons-avoid-learning-styles-one-alternative>).

Liao, Yao-Sheng. 2006. 'Human Resource Management Control System and Firm Performance: A Contingency Model of Corporate Control'. *The International Journal of Human Resource Management* 17(4):716–33. doi: 10.1080/09585190600581691.

Livingstone, David W. 2005. 'Expanding Conception of Work and Learning: Recent Research and Policy Implications'. Pp. 977–95 in *International Handbook of Educational*

Policy. Vol. Springer International Handbooks of Education. Dordrecht: Springer.

Malcolm, Janice, Phil Hodgkinson, and Helen Colley. 2003. 'The Interrelationships between Informal and Formal Learning'. *Journal of Workplace Learning* 15(7/8):313–18. doi: 10.1108/13665620310504783.

Malik, Ashish. 2009. 'Training Drivers, Competitive Strategy and Clients' Needs'. *Journal of European Industrial Training* 33(2):160–77. doi: 10.1108/03090590910939058.

Malloch, Margaret. 2011. *The SAGE Handbook of Workplace Learning*. Los Angeles, Calif: SAGE.

Mayson, Susan, and Rowena Barrett. 2006. 'The "Science" and "Practice" of HRM in Small Firms'. *Human Resource Management Review* 16(4):447–55. doi: 10.1016/j.hrmr.2006.08.002.

McGuire, David, Thomas N. Garavan, David O'Donnell, Sudhir K. Saha, and Maria Cseh. 2008. 'Managers' Personal Values as Predictors of Importance Attached to Training and Development: A Cross-Country Exploratory Study'. *Human Resource Development International* 11(4):335–50. doi: 10.1080/13678860802261520.

McGuire, David, and Claire Gubbins. 2010. 'The Slow Death of Formal Learning: A Polemic'. *Human Resource Development Review* 9(3):249–65. doi: 10.1177/1534484310371444.

McGuire, David, and Heather Kissack. 2015. 'Chapter 45: Line Managers and HRD'. in *The Routledge Companion to Human Resource Development*. Abingdon, Oxon: Routledge.

Mirchandani, Kiran. 2012. 'Learning Racial Hierarchies'. *Journal of Workplace Learning* 24(5):338–50. doi: 10.1108/13665621211239877.

Nielsen, Klaus. 2008. 'Gender, Learning and Social Practice'. *Vocations and Learning* 1(3):173–90. doi: 10.1007/s12186-008-9010-5.

Niemeyer, Beatrix, and Helen Colley. 2015. 'Why Do We Need (Another) Special Issue on Gender and VET?' *Journal of Vocational Education & Training* 67(1):1–10. doi: 10.1080/13636820.2014.971498.

Nolan, Ciara T., and Thomas N. Garavan. 2016. 'Human Resource Development in SMEs: A Systematic Review of the Literature'. *International Journal of Management Reviews* 18(1):85–107. doi: 10.1111/ijmr.12062.

Retna, Kala S., and Deborah Jones. 2013. 'The "learning Organisation" and Singapore Culture'. *The Learning Organization* 20(4/5):338–51. doi: 10.1108/TLO-06-2011-0036.

Roth, Gene. 2015. *The Routledge Companion to Human Resource Development*. Abingdon, Oxon: Routledge.

Sawchuk, Peter H. 2008. 'Theories and Methods for Research on Informal Learning and Work: Towards Cross-Fertilization'. *Studies in Continuing Education* 30(1):1–16. doi: 10.1080/01580370701628474.

Stephen Bach , and Martin R. Edwards. 2012a. 'Chapter 1: Human Resource Management

in Transition'. in *Managing Human Resources : Human Resource Management in Transition*. John Wiley & Sons, Incorporated.

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

Sung, Johnny, and David Ashton. 2015. 'Chapter 2: The Long Wait Is Over: Linking Business Strategy to Skills'. in *Skills in Business: The Role of Business Strategy, Sectoral Skills Development and Skills Policy*. London: SAGE Publications.

Tanggaard, Lene. 2006. 'Situating Gendered Learning in the Workplace'. *Journal of Workplace Learning* 18(4):220–34. doi: 10.1108/13665620610665827.

Tennant, Mark. 2006. 'Chapter 6: Learning Styles'. in *Psychology and adult learning*. London: Routledge.

Timma, Hilary. 2007. 'Experiencing the Workplace: Shaping Worker Identities through Assessment, Work and Learning'. *Studies in Continuing Education* 29(2):163–79. doi: 10.1080/01580370701403282.

Torrington, Derek, Laura Hall, and Stephen Taylor. 2017. *Human Resource Management*. Tenth Edition. New York: Pearson.

Van der Heijden, Beatrice, Pascale Peters, and Clare Kelliher. 2015. 'Chapter 47: New Ways of Working and Employability'. in *The Routledge Companion to Human Resource Development*. Abingdon, Oxon: Routledge.

Warhurst, Chris, Chris Tilly, and Mary Gatta. 2017. 'Chapter 4 (in Section 1): A New Social Construction of Skill'. in *The Oxford handbook of skills and training*, edited by J. Buchanan, D. Finegold, K. Mayhew, and Christopher Warhurst. Oxford: Oxford University Press.

Wenger, Etienne. 2000. 'Communities of Practice and Social Learning Systems'. *Organization* 7(2):225–46. doi: 10.1177/135050840072002.

Wenger, Etienne. 2009. *'A Social Theory of Learning'*. London: Routledge.

Werner, Jon. 2015. 'Chapter 9: Human Resource Management and HRD'. in *The Routledge Companion to Human Resource Development*. Abingdon, Oxon: Routledge.

Zhang, Weiyuan. 2008. 'Conceptions of Lifelong Learning in Confucian Culture: Their Impact on Adult Learners'. *International Journal of Lifelong Education* 27(5):551–57. doi: 10.1080/02601370802051561.