

MN2143 Workplace Learning and HRM

[View Online](#)

@article{Anna Sfard_1998, title={On Two Metaphors for Learning and the Dangers of Choosing Just One}, volume={27},

url={http://www.jstor.org/stable/1176193?seq=1#page_scan_tab_contents}, number={2}, journal={Educational Researcher}, publisher={American Educational Research Association}, author={Anna Sfard}, year={1998}, pages={4-13} }

@inbook{Ashton_Lloyd_Warhurst_2017a, address={Oxford}, title={Chapter 15: Business Strategies and Skills :: The Oxford handbook of skills and training}, url={<https://content.talisaspire.com/leicester/bundles/5be00d3d69df5064b963ca44>}, booktitle={The Oxford Handbook of Skills and Training}, publisher={Oxford University Press}, author={Ashton, David and Lloyd, Caroline and Warhurst, Chris}, editor={Buchanan, John and Finegold, David and Mayhew, Ken and Warhurst, Chris}, year={2017} }

@inbook{Ashton_Lloyd_Warhurst_2017b, address={Oxford}, title={Chapter 15: Business Strategies and Skills}, booktitle={The Oxford handbook of skills and training}, publisher={Oxford University Press}, author={Ashton, David and Lloyd, Caroline and Warhurst, Chris}, editor={Buchanan, John and Finegold, David and Mayhew, Ken and Warhurst, Christopher}, year={2017} }

@misc{Ashton_Sung_2006, title={How Competitive Strategy Matters? Understanding the Drivers of Training, Learning and Performance at the Firm Level}, url={https://ora.ox.ac.uk/objects/uuid:f8988d50-e851-48be-bc23-4ae0fee1715f/download_file?file_format=pdf&safe_filename=How%2Bcompetitive%2Bstrategy%2Bmatters%253F%2BUnderstanding%2Bthe%2Bdrivers%2Bof%2Btraining%252C%2Blearning%2Band%2Bperformance%2Bat%2Bthe%2Bfirm%2Blevel&type_of_work=Working+paper}, number={SKOPE Research Paper 66}, author={Ashton, David and Sung, Johnny}, year={2006} }

@misc{Ashton_Sung_Raddon_Riordan_2008, address={Geneva, Switzerland}, title={Challenging the myths about learning and training in small and medium-sized enterprises: Implications for public policy}, url={http://www.ilo.org/wcmsp5/groups/public/---ed_emp/---ifp_skills/documents/publication/wcms_103625.pdf}, publisher={ILO}, author={Ashton, David and Sung, Johnny and Raddon, Arwen and Riordan, Trevor}, year={2008} }

@article{Avis James_2010, title={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={Journal for Critical Education Policy Studies}, author={Avis James}, year={2010} }

@article{Bierema_Callahan_2014, title={Transforming HRD}, volume={16}, DOI={10.1177/1523422314543818}, number={4}, journal={Advances in Developing Human Resources}, author={Bierema, Laura and Callahan, Jamie L.}, year={2014}, month={Nov}, pages={429-444} }

@inbook{Billett_2011, address={Los Angeles, Calif}, title={Chapter 5. Subjectivity, Self and Personal Agency in Learning Through and For Work}, url={http://ezproxy.lib.le.ac.uk/login?url=http://lib.mylibrary.com?id=381207}, booktitle={The SAGE handbook of workplace learning}, publisher={SAGE}, author={Billett, Stephen}, year={2011}, pages={60-72} }

@article{Bishop_2012, title={Firm size and skill formation processes: an emerging debate}, volume={25}, DOI={10.1080/13639080.2012.661848}, number={5}, journal={Journal of Education and Work}, author={Bishop, Daniel}, year={2012}, month={Nov}, pages={507-521} }

@article{Bishop_Felstead_Fuller_Jewson_Lee_Unwin_2006, title={Connecting Culture and Learning in Organisations: A Review of Current Themes}, url={http://eprints.hud.ac.uk/id/eprint/8388/}, author={Bishop, Daniel and Felstead, Alan and Fuller, Alison and Jewson, Nick and Lee, Tracey and Unwin, Lorna}, year={2006} }

@article{Blåka_Filstad_2007, title={How does a newcomer construct identity? A socio-cultural approach to workplace learning}, volume={26}, DOI={10.1080/02601370601151406}, number={1}, journal={International Journal of Lifelong Education}, author={Blåka, Gunnhild and Filstad, Cathrine}, year={2007}, month={Jan}, pages={59-73} }

@article{Boud_Rooney_Solomon_2009, title={Talking up learning at work: Cautionary tales in co-opting everyday learning}, volume={28}, DOI={10.1080/02601370902799077}, number={3}, journal={International Journal of Lifelong Education}, author={Boud, David and Rooney, Donna and Solomon, Nicky}, year={2009}, month={May}, pages={323-334} }

@article{Brooks_Clunis_2007, title={Where to now? Race and ethnicity in workplace learning and development research: 1980–2005}, volume={18}, DOI={10.1002/hrdq.1201}, number={2}, journal={Human Resource Development Quarterly}, author={Brooks, Ann K. and Clunis, Tamara}, year={2007}, month={Summer}, pages={229-251} }

@inbook{Carbery_Cross_2015, address={Basingstoke}, title={Chapter 2: Strategic HRD}, url={https://ebookcentral.proquest.com/lib/leicester/detail.action?docID=4762925}, booktitle={Human Resource Development: A Concise Introduction}, publisher={Palgrave Macmillan}, author={Carbery, Ronan and Cross, Christine}, year={2015} }

@article{Cardon_Stevens_2004, title={Managing human resources in small organizations: What do we know?}, volume={14}, DOI={10.1016/j.hrmr.2004.06.001}, number={3}, journal={Human Resource Management Review}, author={Cardon, Melissa S and Stevens, Christopher E}, year={2004}, month={Sep}, pages={295-323} }

@article{Coetzer_Kock_Wallo_2017, title={Distinctive Characteristics of Small Businesses as Sites for Informal Learning}, volume={16}, DOI={10.1177/1534484317704291},

number={2}, journal={Human Resource Development Review}, author={Coetzer, Alan and Kock, Henrik and Wallo, Andreas}, year={2017}, month={Jun}, pages={111-134} }

@misc{Coffield_Moseley_Hall_Ecclestone_2004, title={Should we be using learning styles? what research has to say to practice}, url={http://www.itslifejimbutnotasweknowit.org.uk/files/libraryfrom2012/LSRC_LearningStyles.pdf}, publisher={Learning and Skill Research Centre}, author={Coffield, Frank and Moseley, David and Hall, Elaine and Ecclestone, Kathryn}, year={2004} }

@article{Colley_Jarvis_2007, title={Formality and informality in the summative assessment of motor vehicle apprentices: a case study}, volume={14}, DOI={10.1080/09695940701591883}, number={3}, journal={Assessment in Education: Principles, Policy & Practice}, author={Colley, Helen and Jarvis, Janis}, year={2007}, month={Nov}, pages={295-314} }

@article{Collin_Sintonen_Paloniemi_Auvinen_2011, title={Work, power and learning in a risk filled occupation}, volume={42}, DOI={10.1177/1350507610394411}, number={3}, journal={Management Learning}, author={Collin, K. and Sintonen, T. and Paloniemi, S. and Auvinen, T.}, year={2011}, month={Jul}, pages={301-318} }

@article{Contu_Grey_örtenblad_2003, title={Against Learning}, volume={56}, DOI={10.1177/00187267030568002}, number={8}, journal={Human Relations}, author={Contu, Alessia and Grey, Christopher and örtenblad, Anders}, year={2003}, month={Aug}, pages={931-952} }

@article{Contu_Willmott_2003, title={Re-Embedding Situatedness: The Importance of Power Relations in Learning Theory}, volume={14}, DOI={10.1287/orsc.14.3.283.15167}, number={3}, journal={Organization Science}, author={Contu, Alessia and Willmott, Hugh}, year={2003}, month={Jun}, pages={283-296} }

@article{Crowther_Maclachlan_Tett_2010, title={Adult literacy, learning identities and pedagogic practice}, volume={29}, DOI={10.1080/02601370.2010.524010}, number={6}, journal={International Journal of Lifelong Education}, author={Crowther, Jim and Maclachlan, Kathy and Tett, Lyn}, year={2010}, month={Nov}, pages={651-664} }

@article{De Grip_Sieben_2009, title={The effectiveness of more advanced human resource systems in small firms}, volume={20}, DOI={10.1080/09585190903142373}, number={9}, journal={The International Journal of Human Resource Management}, author={De Grip, Andries and Sieben, Inge}, year={2009}, month={Sep}, pages={1914-1928} }

@article{Doyle_Findlay_Young_2012, title={Workplace Learning Issues of Hotel Employees: Examining Differences Across Management Status and Gender}, volume={11}, DOI={10.1080/15332845.2012.690679}, number={4}, journal={Journal of Human Resources in Hospitality & Tourism}, author={Doyle, Wendy and Findlay, Sandi and Young, Jeffrey D.}, year={2012}, month={Oct}, pages={259-279} }

@misc{Edwards_2010, address={London}, title={Skills and the Small Firm: A Research and Policy Briefing}, url={https://dera.ioe.ac.uk/1298/}, publisher={UKCES}, author={Edwards, Paul}, year={2010} }

- @article{Eraut *_2004, title={Informal learning in the workplace}, volume={26}, DOI={10.1080/158037042000225245}, number={2}, journal={Studies in Continuing Education}, author={Eraut *, Michael}, year={2004}, month={Jul}, pages={247-273} }
- @inbook{Eraut_Alderton_Cole_Senker_1999, address={Bristol}, title={The Impact of the Manager on Learning in the Workplace}, volume={Learning society}, booktitle={Speaking truth to power: research and policy on lifelong learning}, publisher={Policy}, author={Eraut, M and Alderton, J and Cole, G and Senker, P}, year={1999} }
- @book{Evans_Fuller_2006a, address={London}, title={Improving workplace learning}, url={https://ebookcentral.proquest.com/lib/leicester/detail.action?docID=4977155}, publisher={Routledge}, author={Evans, Karen and Fuller, Alison}, year={2006} }
- @inbook{Evans_Fuller_2006b, address={London}, title={Chapter 1: Workplace Learning: Perspectives and Challenges}, booktitle={Improving workplace learning}, publisher={Routledge}, author={Evans, Karen and Fuller, Alison}, year={2006} }
- @inbook{Evans_Fuller_2006c, address={London}, title={Chapter 4: Learner biographies, workplace practices, and learning}, volume={Improving learning TLRP}, url={http://ezproxy.lib.le.ac.uk/login?url=http://www.myilibrary.com?id=71549}, booktitle={Improving workplace learning}, publisher={Routledge}, author={Evans, Karen and Fuller, Alison}, year={2006} }
- @inbook{Evans_Rainbird_Unwin_Hodkinson_2007a, title={Chapter 2: Expansive and Restrictive Learning Environments}, url={https://ebookcentral.proquest.com/lib/leicester/reader.action?docID=4977155&query=}, booktitle={Improving Workplace Learning}, publisher={Taylor & Francis Group}, author={Evans, Karen and Rainbird, Helen and Unwin, Lorna and Hodkinson, Phil}, year={2007} }
- @inbook{Evans_Rainbird_Unwin_Hodkinson_2007b, title={Chapter 3: Applying the Expansive / Restrictive Framework}, url={https://ebookcentral.proquest.com/lib/leicester/reader.action?docID=4977155&query=}, booktitle={Improving Workplace Learning}, publisher={Taylor & Francis Group}, author={Evans, Karen and Rainbird, Helen and Unwin, Lorna and Hodkinson, Phil}, year={2007} }
- @article{Felstead_Fuller_Unwin_Ashton_Butler_Lee_2005, title={Surveying the scene: learning metaphors, survey design and the workplace context}, volume={18}, DOI={10.1080/13639080500327857}, number={4}, journal={Journal of Education and Work}, author={Felstead, Alan and Fuller, Alison and Unwin, Lorna and Ashton, David and Butler, Peter and Lee, Tracey}, year={2005}, month={Dec}, pages={359-383} }
- @article{Fenwick_2008, title={Workplace learning: Emerging trends and new perspectives}, volume={2008}, DOI={10.1002/ace.302}, number={119}, journal={New Directions for Adult and Continuing Education}, author={Fenwick, Tara}, year={2008}, month={Jun}, pages={17-26} }
- @inbook{Fenwick_2015, address={Abingdon, Oxon}, title={Chapter 11: Conceptualising Critical HRD (CHRD)}, url={http://search.ebscohost.com/login.aspx?direct=true&db=nlebk&AN=85407}

3&site=ehost-live}, booktitle={The Routledge Companion to Human Resource Development}, publisher={Routledge.}, author={Fenwick, Tara}, year={2015} }

@book{Fuller_Great Britain. Department of Trade and Industry_University of Leicester_2003, address={London}, title={The impact of informal learning at work on business productivity: final report to the DTI October 2003}, volume={Skills research programme}, url={https://dera.ioe.ac.uk/10436/1/Impact%2520of%2520informal%2520learning.pdf}, publisher={DTI}, author={Fuller, Alison and Great Britain. Department of Trade and Industry and University of Leicester}, year={2003} }

@article{Fuller_Hodkinson_Hodkinson_Unwin_2005, title={Learning as peripheral participation in communities of practice: a reassessment of key concepts in workplace learning}, volume={31}, DOI={10.1080/0141192052000310029}, number={1}, journal={British Educational Research Journal}, author={Fuller, Alison and Hodkinson, Heather and Hodkinson, Phil and Unwin, Lorna}, year={2005}, month={Feb}, pages={49-68} }

@book{Fuller_Munro_Rainbird_2004, address={Hoboken}, title={Workplace Learning in Context}, url={http://le.alma.exlibrisgroup.com/view/action/uresolver.do?operation=resolveService&package_service_id=4767557860002746&institutionId=2746&customerId=2745}, publisher={Taylor and Francis}, author={Fuller, Alison and Munro, Anne and Rainbird, Helen}, year={2004} }

@inbook{Fuller_Rainbird_Fuller_Munro_2004a, address={London}, title={Chapter 3: The Employment Relationship and Workplace Learning}, booktitle={Workplace learning in context}, publisher={Routledge}, author={Fuller, Alison and Rainbird, Helen and Fuller, Alison and Munro, Anne}, year={2004} }

@inbook{Fuller_Rainbird_Fuller_Munro_2004b, address={London}, title={Chapter 2: Political Economy and Workplace Learning}, booktitle={Workplace learning in context}, publisher={Routledge}, author={Fuller, Alison and Rainbird, Helen and Fuller, Alison and Munro, Anne}, year={2004} }

@article{Geare_Edgar_McAndrew_2006, title={Employment relationships: ideology and HRM practice}, volume={17}, DOI={10.1080/09585190600756442}, number={7}, journal={The International Journal of Human Resource Management}, author={Geare, Alan and Edgar, Fiona and McAndrew, Ian}, year={2006}, month={Jul}, pages={1190-1208} }

@article{Gibson_2004, title={Social Learning (Cognitive) Theory and Implications for Human Resource Development}, volume={6}, DOI={10.1177/1523422304263429}, number={2}, journal={Advances in Developing Human Resources}, author={Gibson, Sharon K.}, year={2004}, month={May}, pages={193-210} }

@article{Gold_Thorpe_2008, title={'Training, it's a load of crap!': the story of the hairdresser and his 'Suit'}, volume={11}, DOI={10.1080/13678860802261579}, number={4}, journal={Human Resource Development International}, author={Gold, Jeff and Thorpe, Richard}, year={2008}, month={Sep}, pages={385-399} }

@article{Gvaramadze_2008, title={Human resource development practice: the paradox

of empowerment and individualization}, volume={11},
DOI={10.1080/13678860802417601}, number={5}, journal={Human Resource
Development International}, author={Gvaramadze, Irakli}, year={2008}, month={Nov},
pages={465-477} }

@article{Harteis_Billett_Goller_Rausch_Seifried_2015a, title={Effects of age, gender and
occupation on perceived workplace learning support}, volume={13},
DOI={10.1080/14480220.2015.1051349}, number={1}, journal={International Journal of
Training Research}, author={Harteis, Christian and Billett, Stephen and Goller, Michael
and Rausch, Andreas and Seifried, Jürgen}, year={2015}, month={Jan}, pages={64-81}
}

@article{Harteis_Billett_Goller_Rausch_Seifried_2015b, title={Effects of age, gender and
occupation on perceived workplace learning support}, volume={13},
DOI={10.1080/14480220.2015.1051349}, number={1}, journal={International Journal of
Training Research}, author={Harteis, Christian and Billett, Stephen and Goller, Michael
and Rausch, Andreas and Seifried, Jürgen}, year={2015}, month={Jan}, pages={64-81}
}

@article{Higgins_Aspinall_2011, title={Learning to learn: a case for developing small firm
owner/managers}, volume={18}, DOI={10.1108/1462600111106424}, number={1},
journal={Journal of Small Business and Enterprise Development}, author={Higgins, David
and Aspinall, Coral}, year={2011}, pages={43-57} }

@article{Hodkinson_Phil_2004, title={The Significance of Individual Biography in
Workplace Learning}, volume={36},
url={http://www.ingentaconnect.com/content/niace/stea/2004/00000036/00000001/art00
002}, number={1}, journal={Studies in the Education of Adults}, author={Hodkinson,
Phil}, year={2004}, pages={6-24} }

@article{Hodkinson_Hodkinson_2004, title={The significance of individuals' dispositions
in workplace learning: a case study of two teachers}, volume={17},
DOI={10.1080/13639080410001677383}, number={2}, journal={Journal of Education
and Work}, author={Hodkinson, Phil and Hodkinson, Heather}, year={2004},
month={Jun}, pages={167-182} }

@book{Hughes_Jewson_Unwin_2013, address={Florence}, title={Communities of
Practice: Critical Perspectives},
url={https://ebookcentral.proquest.com/lib/leicester/detail.action?docID=1166453},
publisher={Taylor & Francis Group}, author={Hughes, Jason and Jewson, Nick and Unwin,
Lorna}, year={2013} }

@book{Illeris_2011, address={London}, title={The fundamentals of workplace learning:
understanding how people learn in working life},
url={http://le.alma.exlibrisgroup.com/view/action/uresolver.do?operation=resolveService&
amp;package_service_id=4768318950002746&institutionId=2746&customerId=2745}, publisher={Routledge}, author={Illeris, Knud}, year={2011} }

@article{Jacobs_Park_2009, title={A Proposed Conceptual Framework of Workplace
Learning: Implications for Theory Development and Research in Human Resource
Development}, volume={8}, DOI={10.1177/153448430934269}, number={2},
journal={Human Resource Development Review}, author={Jacobs, Ronald L. and Park,

Yoonhee}, year={2009}, month={Jun}, pages={133-150} }

@misc{Jarrett_2018, title={"Another nail in the coffin for learning styles" - students did not benefit from studying according to their supposed learning style}, url={https://www.bps.org.uk/research-digest/another-nail-coffin-learning-styles}, journal={British Psychological Society - Research Digest}, author={Jarrett, Christian}, year={2018} }

@article{Järvensivu_Koski_2012, title={Combating learning}, volume={24}, DOI={10.1108/1366562121191078}, number={1}, journal={Journal of Workplace Learning}, author={Järvensivu, Anu and Koski, Pasi}, year={2012}, month={Jan}, pages={5-18} }

@book{Jarvis_Holford_Griffin_2003, address={London}, edition={2nd ed}, title={The theory and practice of learning}, url={https://ebookcentral.proquest.com/lib/leicester/detail.action?pq-origsite=primo&docID=617514}, publisher={Kogan Page}, author={Jarvis, Peter and Holford, John and Griffin, Colin}, year={2003} }

@article{John Seely Brown and Paul Duguid_1991, title={Organizational Learning and Communities-of-Practice: Toward a Unified View of Working, Learning, and Innovation}, volume={2}, url={http://ezproxy.lib.le.ac.uk/login?url=https://www.jstor.org/stable/2634938}, number={1}, journal={Organization Science}, author={John Seely Brown and Paul Duguid}, year={1991}, pages={40-57} }

@inbook{Keep_2010, address={London}, title={Chapter 6: Recent Research on Workplace Learning and its Implications for National Skills Policies Across the OECD}, url={http://ezproxy.lib.le.ac.uk/login?url=http://link.springer.com/10.1057/9780230291270}, DOI={10.1057/9780230291270_6}, booktitle={Beyond Skill}, publisher={Palgrave Macmillan UK}, author={Keep, Ewart}, editor={Bryson, Jane}, year={2010}, pages={105-126} }

@misc{Keep_2018, title={What can we learn from vocational training in Germany?}, url={https://feweek.co.uk/2018/09/21/what-can-we-learn-from-vocational-training-in-germany/}, author={Keep, Ewart}, year={2018} }

@article{Kessler_Gibney_2005, title={Workplace Learning and Public Service Needs}, volume={25}, DOI={10.1177/0734371X04269577}, number={1}, journal={Review of Public Personnel Administration}, author={Kessler, Ian and Gibney, Jane}, year={2005}, month={Mar}, pages={82-95} }

@article{Kim_McLean_2014, title={The Impact of National Culture on Informal Learning in the Workplace}, volume={64}, DOI={10.1177/0741713613504125}, number={1}, journal={Adult Education Quarterly}, author={Kim, Sehoon and McLean, Gary N.}, year={2014}, month={Feb}, pages={39-59} }

@book{Lave_Wenger_1991, address={Cambridge}, title={Situated learning: legitimate peripheral participation}, volume={Learning in doing : social, cognitive and computational perspectives}, publisher={Cambridge University Press}, author={Lave, Jean and Wenger, Etienne}, year={1991} }

@article{Lemke-Westcott_Johnson_2013, title={When culture and learning styles matter: A Canadian university with Middle-Eastern students}, volume={12}, DOI={10.1177/1475240913480105}, number={1}, journal={Journal of Research in International Education}, author={Lemke-Westcott, Tracey and Johnson, Brad}, year={2013}, month={Apr}, pages={66-84} }

@misc{Lethaby_2017, title={Four reasons to avoid 'learning styles' – and one alternative}, url={https://www.britishcouncil.org/voices-magazine/four-reasons-avoid-learning-styles-on-e-alternative}, journal={Voices Magazine (British Council)}, author={Lethaby, Carol}, year={2017} }

@article{Liao_2006, title={Human resource management control system and firm performance: a contingency model of corporate control}, volume={17}, DOI={10.1080/09585190600581691}, number={4}, journal={The International Journal of Human Resource Management}, author={Liao, Yao-Sheng}, year={2006}, month={Apr}, pages={716-733} }

@inbook{Livingstone_2005, address={Dordrecht}, title={Expanding Conception of Work and Learning: Recent Research and Policy Implications}, volume={Springer International Handbooks of Education}, url={http://ezproxy.lib.le.ac.uk/login?url=http://link.springer.com/10.1007/1-4020-3201-3_52}, DOI={10.1007/1-4020-3201-3_52}, booktitle={International Handbook of Educational Policy}, publisher={Springer}, author={Livingstone, David W.}, year={2005}, pages={977-995} }

@article{Malcolm_Hodkinson_Colley_2003, title={The interrelationships between informal and formal learning}, volume={15}, DOI={10.1108/13665620310504783}, number={7/8}, journal={Journal of Workplace Learning}, author={Malcolm, Janice and Hodkinson, Phil and Colley, Helen}, year={2003}, month={Dec}, pages={313-318} }

@article{Malik_2009, title={Training drivers, competitive strategy and clients' needs}, volume={33}, DOI={10.1108/03090590910939058}, number={2}, journal={Journal of European Industrial Training}, author={Malik, Ashish}, year={2009}, month={Feb}, pages={160-177} }

@book{Malloch_2011, address={Los Angeles, Calif}, title={The SAGE handbook of workplace learning}, url={http://le.alma.exlibrisgroup.com/view/action/uresolver.do?operation=resolveService&package_service_id=5664684240002746&institutionId=2746&customerId=2745}, publisher={SAGE}, author={Malloch, Margaret}, year={2011} }

@article{Mayson_Barrett_2006, title={The 'science' and 'practice' of HRM in small firms}, volume={16}, DOI={10.1016/j.hrmr.2006.08.002}, number={4}, journal={Human Resource Management Review}, author={Mayson, Susan and Barrett, Rowena}, year={2006}, month={Dec}, pages={447-455} }

@article{McGuire_Garavan_O'Donnell_Saha_Cseh_2008, title={Managers' personal values as predictors of importance attached to training and development: a cross-country exploratory study}, volume={11}, DOI={10.1080/13678860802261520}, number={4}, journal={Human Resource Development International}, author={McGuire, David and Garavan, Thomas N. and O'Donnell, David and Saha, Sudhir K. and Cseh, Maria},

year={2008}, month={Sep}, pages={335-350} }

@article{ McGuire_Gubbins_2010, title={The Slow Death of Formal Learning: A Polemic}, volume={9}, DOI={10.1177/1534484310371444}, number={3}, journal={Human Resource Development Review}, author={ McGuire, David and Gubbins, Claire}, year={2010}, month={Sep}, pages={249-265} }

@inbook{ McGuire_Kissack_2015, address={Abingdon, Oxon}, title={Chapter 45: Line Managers and HRD}, url={http://search.ebscohost.com/login.aspx?direct=true&db=nlebk&AN=854073&site=ehost-live}, booktitle={The Routledge Companion to Human Resource Development}, publisher={Routledge.}, author={ McGuire, David and Kissack, Heather}, year={2015} }

@article{ Mirchandani_2012, title={Learning racial hierarchies}, volume={24}, DOI={10.1108/13665621211239877}, number={5}, journal={Journal of Workplace Learning}, author={ Mirchandani, Kiran}, year={2012}, month={Jun}, pages={338-350} }

@article{ Nielsen_2008, title={Gender, Learning and Social Practice}, volume={1}, DOI={10.1007/s12186-008-9010-5}, number={3}, journal={Vocations and Learning}, author={ Nielsen, Klaus}, year={2008}, month={Nov}, pages={173-190} }

@article{ Niemeyer_Colley_2015, title={Why do we need (another) special issue on gender and VET?}, volume={67}, DOI={10.1080/13636820.2014.971498}, number={1}, journal={Journal of Vocational Education & Training}, author={ Niemeyer, Beatrix and Colley, Helen}, year={2015}, month={Jan}, pages={1-10} }

@article{ Nolan_Garavan_2016, title={Human Resource Development in SMEs: A Systematic Review of the Literature}, volume={18}, DOI={10.1111/ijmr.12062}, number={1}, journal={International Journal of Management Reviews}, author={ Nolan, Ciara T. and Garavan, Thomas N.}, year={2016}, month={Jan}, pages={85-107} }

@article{ Retna_Jones_2013, title={The "learning organisation" and Singapore culture}, volume={20}, DOI={10.1108/TLO-06-2011-0036}, number={4/5}, journal={The Learning Organization}, author={ Retna, Kala S. and Jones, Deborah}, year={2013}, month={ May}, pages={338-351} }

@book{ Roth, Gene_2015, address={Abingdon, Oxon}, title={The Routledge Companion to Human Resource Development}, url={http://search.ebscohost.com/login.aspx?direct=true&db=nlebk&AN=854073&site=ehost-live}, publisher={Routledge.}, author={ Roth, Gene}, year={2015} }

@article{ Sawchuk_2008, title={Theories and methods for research on informal learning and work: towards cross-fertilization}, volume={30}, DOI={10.1080/01580370701628474}, number={1}, journal={Studies in Continuing Education}, author={ Sawchuk, Peter H.}, year={2008}, month={Mar}, pages={1-16} }

@inbook{ Stephen Bach , and Martin R. Edwards_2012a, title={Chapter 1: Human Resource Management in Transition}, url={https://ebookcentral.proquest.com/lib/leicester/reader.action?docID=1093957&}

query=#}, booktitle={Managing Human Resources : Human Resource Management in Transition}, publisher={John Wiley & Sons, Incorporated}, author={Stephen Bach , and Martin R. Edwards}, year={2012} }

@inbook{Stephen Bach , and Martin R. Edwards_2012b, title={Chapter 2: Human Resource Management and Performance}, url={https://ebookcentral.proquest.com/lib/leicester/reader.action?docID=1093957&query=#}, booktitle={ Managing Human Resources : Human Resource Management in Transition}, publisher={John Wiley & Sons, Incorporated}, author={Stephen Bach , and Martin R. Edwards}, year={2012} }

@inbook{Sung_Ashton_2015, address={London}, edition={1st ed}, title={Chapter 2: The Long Wait is Over: Linking Business Strategy to Skills}, url={https://ebookcentral.proquest.com/lib/leicester/detail.action?docID=1712677}, booktitle={Skills in Business: The Role of Business Strategy, Sectoral Skills Development and Skills Policy}, publisher={SAGE Publications}, author={Sung, Johnny and Ashton, David}, year={2015} }

@article{Tanggaard_2006, title={Situating gendered learning in the workplace}, volume={18}, DOI={10.1108/13665620610665827}, number={4}, journal={Journal of Workplace Learning}, author={Tanggaard, Lene}, year={2006}, month={Jun}, pages={220-234} }

@inbook{Tennant_2006, address={London}, edition={3rd ed}, title={Chapter 6: Learning Styles}, url={http://ezproxy.lib.le.ac.uk/login?url=http://www.myilibrary.com?id=115765}, booktitle={Psychology and adult learning}, publisher={Routledge}, author={Tennant, Mark}, year={2006} }

@article{Timma_2007, title={Experiencing the workplace: shaping worker identities through assessment, work and learning}, volume={29}, DOI={10.1080/01580370701403282}, number={2}, journal={Studies in Continuing Education}, author={Timma, Hilary}, year={2007}, month={Jul}, pages={163-179} }

@book{Torrington_Hall_Taylor_2017, address={New York}, edition={Tenth Edition}, title={Human resource management}, url={http://search.ebscohost.com/login.aspx?direct=true&scope=site&db=nlebk&db=nlabk&AN=1454979}, publisher={Pearson}, author={Torrington, Derek and Hall, Laura and Taylor, Stephen}, year={2017} }

@inbook{Van der Heijden_Peters_Kelliher_2015, address={Abingdon, Oxon}, title={Chapter 47: New Ways of Working and Employability}, url={http://search.ebscohost.com/login.aspx?direct=true&db=nlebk&AN=854073&site=ehost-live}, booktitle={The Routledge Companion to Human Resource Development}, publisher={Routledge.}, author={Van der Heijden, Beatrice and Peters, Pascale and Kelliher, Clare}, year={2015} }

@inbook{Warhurst_Tilly_Gatta_2017, address={Oxford}, title={Chapter 4 (in section 1): A New Social Construction of Skill}, url={http://ezproxy.lib.le.ac.uk/login?url=https://dx.doi.org/10.1093/oxfordhb/9780199655366.001.0001}, booktitle={The Oxford handbook of skills and training}, publisher={Oxford University Press}, author={Warhurst, Chris and Tilly, Chris and Gatta,}

Mary} , editor={Buchanan, John and Finegold, David and Mayhew, Ken and Warhurst, Christopher} , year={2017} }

@article{Wenger_2000, title={Communities of Practice and Social Learning Systems}, volume={7}, DOI={10.1177/135050840072002}, number={2}, journal={Organization}, author={Wenger, Etienne}, year={2000}, month={May}, pages={225-246} }

@inbook{Wenger_2009, address={London}, title={A social theory of learning}, url={http://ezproxy.lib.le.ac.uk/login?url=http://www.dawsonera.com/depp/reader/protected/external/AbstractView/S9780203870426}, publisher={Routledge}, author={Wenger, Etienne}, year={2009} }

@inbook{Werner_2015, address={Abingdon, Oxon}, title={Chapter 9: Human Resource Management and HRD}, url={http://search.ebscohost.com/login.aspx?direct=true&db=nlebk&AN=854073&site=ehost-live}, booktitle={The Routledge Companion to Human Resource Development}, publisher={Routledge.}, author={Werner, Jon}, year={2015} }

@article{Zhang_2008, title={Conceptions of lifelong learning in Confucian culture: their impact on adult learners}, volume={27}, DOI={10.1080/02601370802051561}, number={5}, journal={International Journal of Lifelong Education}, author={Zhang, Weiyuan}, year={2008}, month={Sep}, pages={551-557} }

@misc{infed.org | Jean Lave, Etienne Wenger and communities of practice, url={http://infed.org/mobi/jean-lave-etienne-wenger-and-communities-of-practice/} }