MN2143 Workplace Learning and HRM

View Online

Anna Sfard. 'On Two Metaphors for Learning and the Dangers of Choosing Just One'. Educational Researcher 27.2 (1998): 4–13. Web. <http://www.jstor.org/stable/1176193?seq=1#page_scan_tab_contents>.

Ashton, David et al. 'Challenging the Myths about Learning and Training in Small and Medium-Sized Enterprises: Implications for Public Policy'. 2008. Web. <http://www.ilo.org/wcmsp5/groups/public/---ed_emp/---ifp_skills/documents/publication/wcms_103625.pdf>.

Ashton, David, Caroline Lloyd, and Chris Warhurst. 'Chapter 15: Business Strategies and Skills'. The Oxford Handbook of Skills and Training. Ed. John Buchanan et al. Oxford: Oxford University Press, 2017. Print.

---. 'Chapter 15: Business Strategies and Skills :: The Oxford Handbook of Skills and Training'. The Oxford Handbook of Skills and Training. Ed. John Buchanan et al. Oxford: Oxford University Press, 2017. Web. <https://content.talisaspire.com/leicester/bundles/5be00d3d69df5064b963ca44>.

Ashton, David, and Johnny Sung. 'How Competitive Strategy Matters? Understanding the Drivers of Training, Learning and Performance at the Firm Level'. 2006. Web. <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>.

Avis James. '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): n. pag. Print.

Bierema, Laura, and Jamie L. Callahan. 'Transforming HRD'. Advances in Developing Human Resources 16.4 (2014): 429–444. Web.

Billett, Stephen. 'Chapter 5. Subjectivity, Self and Personal Agency in Learning Through and For Work'. The SAGE Handbook of Workplace Learning. Los Angeles, Calif: SAGE, 2011. 60–72. Web. <http://ezproxy.lib.le.ac.uk/login?url=http://lib.myilibrary.com?id=381207>.

Bishop, Daniel et al. 'Connecting Culture and Learning in Organisations: A Review of Current Themes'. (2006): n. pag. Web. <http://eprints.hud.ac.uk/id/eprint/8388/>.

---. 'Firm Size and Skill Formation Processes: An Emerging Debate'. Journal of Education and Work 25.5 (2012): 507–521. Web.

Blåka, Gunnhild, and Cathrine Filstad. 'How Does a Newcomer Construct Identity? A Socio-cultural Approach to Workplace Learning'. International Journal of Lifelong Education 26.1 (2007): 59–73. Web.

Boud, David, Donna Rooney, and Nicky Solomon. 'Talking up Learning at Work: Cautionary Tales in Co-opting Everyday Learning'. International Journal of Lifelong Education 28.3 (2009): 323–334. Web.

Brooks, Ann K., and Tamara Clunis. 'Where to Now? Race and Ethnicity in Workplace Learning and Development Research: 1980–2005'. Human Resource Development Quarterly 18.2 (2007): 229–251. Web.

Carbery, Ronan, and Christine Cross. 'Chapter 2: Strategic HRD'. Human Resource Development: A Concise Introduction. Basingstoke: Palgrave Macmillan, 2015. Web. <https://ebookcentral.proquest.com/lib/leicester/detail.action?docID=4762925>.

Cardon, Melissa S, and Christopher E Stevens. 'Managing Human Resources in Small Organizations: What Do We Know?' Human Resource Management Review 14.3 (2004): 295–323. Web.

Coetzer, Alan, Henrik Kock, and Andreas Wallo. 'Distinctive Characteristics of Small Businesses as Sites for Informal Learning'. Human Resource Development Review 16.2 (2017): 111–134. Web.

Coffield, Frank et al. 'Should We Be Using Learning Styles? What Research Has to Say to Practice'. 2004. Web. <http://www.itslifejimbutnotasweknowit.org.uk/files/libraryfrom2012/LSRC_LearningStyles.pdf>.

Colley, Helen, and Janis Jarvis. 'Formality and Informality in the Summative Assessment of Motor Vehicle Apprentices: A Case Study'. Assessment in Education: Principles, Policy & Practice 14.3 (2007): 295–314. Web.

Collin, K. et al. 'Work, Power and Learning in a Risk Filled Occupation'. Management Learning 42.3 (2011): 301–318. Web.

Contu, Alessia, Christopher Grey, and Anders örtenblad. 'Against Learning'. Human Relations 56.8 (2003): 931–952. Web.

Contu, Alessia, and Hugh Willmott. 'Re-Embedding Situatedness: The Importance of Power Relations in Learning Theory'. Organization Science 14.3 (2003): 283–296. Web.

Crowther, Jim, Kathy Maclachlan, and Lyn Tett. 'Adult Literacy, Learning Identities and Pedagogic Practice'. International Journal of Lifelong Education 29.6 (2010): 651–664. Web.

De Grip, Andries, and Inge Sieben. 'The Effectiveness of More Advanced Human Resource Systems in Small Firms'. The International Journal of Human Resource Management 20.9 (2009): 1914–1928. Web.

Doyle, Wendy, Sandi Findlay, and Jeffrey D. Young. 'Workplace Learning Issues of Hotel Employees: Examining Differences Across Management Status and Gender'. Journal of Human Resources in Hospitality & Tourism 11.4 (2012): 259–279. Web.

Edwards, Paul. 'Skills and the Small Firm: A Research and Policy Briefing'. 2010. Web. <https://dera.ioe.ac.uk//1298/>.

Eraut *, Michael. 'Informal Learning in the Workplace'. Studies in Continuing Education 26.2 (2004): 247–273. Web.

Eraut, M et al. 'The Impact of the Manager on Learning in the Workplace'. Speaking Truth to Power: Research and Policy on Lifelong Learning. Learning society. Bristol: Policy, 1999. Print.

Evans, Karen et al. 'Chapter 2: Expansive and Restrictive Learning Environments'. Improving Workplace Learning. Taylor & Francis Group, 2007. Web. <https://ebookcentral.proquest.com/lib/leicester/reader.action?docID=4977155&query=>.

---. 'Chapter 3: Applying the Expansive / Restrictive Framework'. Improving Workplace Learning. Taylor & Francis Group, 2007. Web. <https://ebookcentral.proquest.com/lib/leicester/reader.action?docID=4977155&query=>.

Evans, Karen, and Alison Fuller. 'Chapter 1: Workplace Learning: Perspectives and Challenges'. Improving Workplace Learning. London: Routledge, 2006. Print.

---. 'Chapter 4: Learner Biographies, Workplace Practices, and Learning'. Improving Workplace Learning. Improving learning TLRP. London: Routledge, 2006. Web. <http://ezproxy.lib.le.ac.uk/login?url=http://www.myilibrary.com?id=71549>.

---. Improving Workplace Learning. London: Routledge, 2006. Web. <https://ebookcentral.proquest.com/lib/leicester/detail.action?docID=4977155>.

Felstead, Alan et al. 'Surveying the Scene: Learning Metaphors, Survey Design and the Workplace Context'. Journal of Education and Work 18.4 (2005): 359–383. Web.

Fenwick, Tara. 'Chapter 11: Conceptualising Critical HRD (CHRD)'. The Routledge Companion to Human Resource Development. Abingdon, Oxon: Routledge., 2015. Web. <http://search.ebscohost.com/login.aspx?direct=true&db=nlebk&AN=854073&site=ehost-live>.

---. 'Workplace Learning: Emerging Trends and New Perspectives'. New Directions for Adult and Continuing Education 2008.119 (2008): 17–26. Web.

Fuller, Alison, Helen Rainbird, et al. 'Chapter 2: Political Economy and Workplace Learning'. Workplace Learning in Context. London: Routledge, 2004. Print.

---. 'Chapter 3: The Employment Relationship and Workplace Learning'. Workplace Learning in Context. London: Routledge, 2004. Print.

Fuller, Alison, Heather Hodkinson, et al. 'Learning as Peripheral Participation in

Communities of Practice: A Reassessment of Key Concepts in Workplace Learning'. British Educational Research Journal 31.1 (2005): 49–68. Web.

Fuller, Alison, Great Britain. Department of Trade and Industry, and University of Leicester. The Impact of Informal Learning at Work on Business Productivity: Final Report to the DTI October 2003. Skills research programme. London: DTI, 2003. Web. <https://dera.ioe.ac.uk/10436/1/Impact%2520of%2520informal%2520learning.pdf>.

Fuller, Alison, Anne Munro, and Helen Rainbird. Workplace Learning in Context. Hoboken: Taylor and Francis, 2004. Web. <http://le.alma.exlibrisgroup.com/view/action/uresolver.do?operation=resolveService&package_service_id=4767557860002746&institutionId=2746&customerId=2745>.

Geare, Alan, Fiona Edgar, and Ian McAndrew. 'Employment Relationships: Ideology and HRM Practice'. The International Journal of Human Resource Management 17.7 (2006): 1190–1208. Web.

Gibson, Sharon K. 'Social Learning (Cognitive) Theory and Implications for Human Resource Development'. Advances in Developing Human Resources 6.2 (2004): 193–210. Web.

Gold, Jeff, and Richard Thorpe. '"Training, It's a Load of Crap!": The Story of the Hairdresser and His "Suit"'. Human Resource Development International 11.4 (2008): 385–399. Web.

Gvaramadze, Irakli. 'Human Resource Development Practice: The Paradox of Empowerment and Individualization'. Human Resource Development International 11.5 (2008): 465–477. Web.

Harteis, Christian et al. 'Effects of Age, Gender and Occupation on Perceived Workplace Learning Support'. International Journal of Training Research 13.1 (2015): 64–81. Web.

---. 'Effects of Age, Gender and Occupation on Perceived Workplace Learning Support'. International Journal of Training Research 13.1 (2015): 64–81. Web.

Higgins, David, and Coral Aspinall. 'Learning to Learn: A Case for Developing Small Firm Owner/Managers'. Journal of Small Business and Enterprise Development 18.1 (2011): 43–57. Web.

Hodkinson, Phil. 'The Significance of Individual Biography in Workplace Learning'. Studies in the Education of Adults 36.1 (2004): 6–24. Web. <http://www.ingentaconnect.com/content/niace/stea/2004/00000036/00000001/art00002>.

Hodkinson, Phil, and Heather Hodkinson. 'The Significance of Individuals' Dispositions in Workplace Learning: A Case Study of Two Teachers'. Journal of Education and Work 17.2 (2004): 167–182. Web.

Hughes, Jason, Nick Jewson, and Lorna Unwin. Communities of Practice: Critical Perspectives. Florence: Taylor & Francis Group, 2013. Web. <https://ebookcentral.proquest.com/lib/leicester/detail.action?docID=1166453>.

Illeris, Knud. The Fundamentals of Workplace Learning: Understanding How People Learn in Working Life. London: Routledge, 2011. Web. <http://le.alma.exlibrisgroup.com/view/action/uresolver.do?operation=resolveService&package_service_id=4768318950002746&institutionId=2746&customerId=2745>.

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

Jacobs, Ronald L., and Yoonhee Park. 'A Proposed Conceptual Framework of Workplace Learning: Implications for Theory Development and Research in Human Resource Development'. Human Resource Development Review 8.2 (2009): 133–150. Web.

Jarrett, Christian. '"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. N.p., 2018. Web. <https://www.bps.org.uk/research-digest/another-nail-coffin-learning-styles>.

Järvensivu, Anu, and Pasi Koski. 'Combating Learning'. Journal of Workplace Learning 24.1 (2012): 5–18. Web.

Jarvis, Peter, John Holford, and Colin Griffin. The Theory and Practice of Learning. 2nd ed. London: Kogan Page, 2003. Web. <https://ebookcentral.proquest.com/lib/leicester/detail.action?pq-origsite=primo&docID=617514>.

John Seely Brown and Paul Duguid. 'Organizational Learning and Communities-of-Practice: Toward a Unified View of Working, Learning, and Innovation'. Organization Science 2.1 (1991): 40–57. Web. <http://ezproxy.lib.le.ac.uk/login?url=https://www.jstor.org/stable/2634938>.

Keep, Ewart. 'Chapter 6: Recent Research on Workplace Learning and Its Implications for National Skills Policies Across the OECD'. Beyond Skill. Ed. Jane Bryson. London: Palgrave Macmillan UK, 2010. 105–126. Web. <http://ezproxy.lib.le.ac.uk/login?url=http://link.springer.com/10.1057/9780230291270>.

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

Kessler, Ian, and Jane Gibney. 'Workplace Learning and Public Service Needs'. Review of Public Personnel Administration 25.1 (2005): 82–95. Web.

Kim, Sehoon, and Gary N. McLean. 'The Impact of National Culture on Informal Learning in the Workplace'. Adult Education Quarterly 64.1 (2014): 39–59. Web.

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

Lemke-Westcott, Tracey, and Brad Johnson. 'When Culture and Learning Styles Matter: A

Canadian University with Middle-Eastern Students'. Journal of Research in International Education 12.1 (2013): 66–84. Web.

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

Liao, Yao-Sheng. 'Human Resource Management Control System and Firm Performance: A Contingency Model of Corporate Control'. The International Journal of Human Resource Management 17.4 (2006): 716–733. Web.

Livingstone, David W. 'Expanding Conception of Work and Learning: Recent Research and Policy Implications'. International Handbook of Educational Policy. Springer International Handbooks of Education. Dordrecht: Springer, 2005. 977–995. Web. <http://ezproxy.lib.le.ac.uk/login?url=http://link.springer.com/10.1007/1-4020-3201-3_52>.

Malcolm, Janice, Phil Hodkinson, and Helen Colley. 'The Interrelationships between Informal and Formal Learning'. Journal of Workplace Learning 15.7/8 (2003): 313–318. Web.

Malik, Ashish. 'Training Drivers, Competitive Strategy and Clients' Needs'. Journal of European Industrial Training 33.2 (2009): 160–177. Web.

Malloch, Margaret. The SAGE Handbook of Workplace Learning. Los Angeles, Calif: SAGE, 2011. Web. <http://le.alma.exlibrisgroup.com/view/action/uresolver.do?operation=resolveService&package_service_id=5664684240002746&institutionId=2746&customerId=2745>.

Mayson, Susan, and Rowena Barrett. 'The "Science" and "Practice" of HRM in Small Firms'. Human Resource Management Review 16.4 (2006): 447–455. Web.

McGuire, David et al. 'Managers' Personal Values as Predictors of Importance Attached to Training and Development: A Cross-Country Exploratory Study'. Human Resource Development International 11.4 (2008): 335–350. Web.

McGuire, David, and Claire Gubbins. 'The Slow Death of Formal Learning: A Polemic'. Human Resource Development Review 9.3 (2010): 249–265. Web.

McGuire, David, and Heather Kissack. 'Chapter 45: Line Managers and HRD'. The Routledge Companion to Human Resource Development. Abingdon, Oxon: Routledge., 2015. Web. <http://search.ebscohost.com/login.aspx?direct=true&db=nlebk&AN=854073&site=ehost-live>.

Mirchandani, Kiran. 'Learning Racial Hierarchies'. Journal of Workplace Learning 24.5 (2012): 338–350. Web.

Nielsen, Klaus. 'Gender, Learning and Social Practice'. Vocations and Learning 1.3 (2008): 173–190. Web.

Niemeyer, Beatrix, and Helen Colley. 'Why Do We Need (Another) Special Issue on Gender and VET?' Journal of Vocational Education & Training 67.1 (2015): 1–10. Web.

Nolan, Ciara T., and Thomas N. Garavan. 'Human Resource Development in SMEs: A Systematic Review of the Literature'. International Journal of Management Reviews 18.1 (2016): 85–107. Web.

Retna, Kala S., and Deborah Jones. 'The "learning Organisation" and Singapore Culture'. The Learning Organization 20.4/5 (2013): 338–351. Web.

Roth, Gene. The Routledge Companion to Human Resource Development. Abingdon, Oxon: Routledge., 2015. Web.
<http://ezproxy.lib.le.ac.uk/login?url=http://search.ebscohost.com/login.aspx?direct=true&db=nlebk&AN=854073&site=ehost-live>.

Sawchuk, Peter H. 'Theories and Methods for Research on Informal Learning and Work: Towards Cross-Fertilization'. Studies in Continuing Education 30.1 (2008): 1–16. Web.

Stephen Bach , and Martin R. Edwards. 'Chapter 1: Human Resource Management in Transition'. Managing Human Resources : Human Resource Management in Transition. John Wiley & Sons, Incorporated, 2012. Web.
<https://ebookcentral.proquest.com/lib/leicester/reader.action?docID=1093957&query=#>.

---. 'Chapter 2: Human Resource Management and Performance'. Managing Human Resources : Human Resource Management in Transition. John Wiley & Sons, Incorporated, 2012. Web.
<https://ebookcentral.proquest.com/lib/leicester/reader.action?docID=1093957&query=#>.

Sung, Johnny, and David Ashton. '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. 1st ed. London: SAGE Publications, 2015. Web.
<https://ebookcentral.proquest.com/lib/leicester/detail.action?docID=1712677>.

Tanggaard, Lene. 'Situating Gendered Learning in the Workplace'. Journal of Workplace Learning 18.4 (2006): 220–234. Web.

Tennant, Mark. 'Chapter 6: Learning Styles'. Psychology and Adult Learning. 3rd ed. London: Routledge, 2006. Web.
<http://ezproxy.lib.le.ac.uk/login?url=http://www.myilibrary.com?id=115765>.

Timma, Hilary. 'Experiencing the Workplace: Shaping Worker Identities through Assessment, Work and Learning'. Studies in Continuing Education 29.2 (2007): 163–179. Web.

Torrington, Derek, Laura Hall, and Stephen Taylor. Human Resource Management. Tenth Edition. New York: Pearson, 2017. Web.
<http://search.ebscohost.com/login.aspx?direct=true&scope=site&db=nlebk&db=nlabk&AN=1454979>.

Van der Heijden, Beatrice, Pascale Peters, and Clare Kelliher. 'Chapter 47: New Ways of

Working and Employability'. The Routledge Companion to Human Resource Development. Abingdon, Oxon: Routledge., 2015. Web. <http://search.ebscohost.com/login.aspx?direct=true&db=nlebk&AN=854073&site=ehost-live>.

Warhurst, Chris, Chris Tilly, and Mary Gatta. 'Chapter 4 (in Section 1): A New Social Construction of Skill'. The Oxford Handbook of Skills and Training. Ed. John Buchanan et al. Oxford: Oxford University Press, 2017. Web. <http://ezproxy.lib.le.ac.uk/login?url=https://dx.doi.org/10.1093/oxfordhb/9780199655366.001.0001>.

Wenger, Etienne. 'A Social Theory of Learning'. London: Routledge, 2009. Web. <http://ezproxy.lib.le.ac.uk/login?url=http://www.dawsonera.com/depp/reader/protected/external/AbstractView/S9780203870426>.

---. 'Communities of Practice and Social Learning Systems'. Organization 7.2 (2000): 225–246. Web.

Werner, Jon. 'Chapter 9: Human Resource Management and HRD'. The Routledge Companion to Human Resource Development. Abingdon, Oxon: Routledge., 2015. Web. <http://search.ebscohost.com/login.aspx?direct=true&db=nlebk&AN=854073&site=ehost-live>.

Zhang, Weiyuan. 'Conceptions of Lifelong Learning in Confucian Culture: Their Impact on Adult Learners'. International Journal of Lifelong Education 27.5 (2008): 551–557. Web.