

MN2143 Workplace Learning and HRM

[View Online](#)

1.

Torrington D, Hall L, Taylor S. Human resource management [Internet]. Tenth Edition. New York: Pearson; 2017. Available from:
<http://search.ebscohost.com/login.aspx?direct=true&scope=site&db=nlebk&db=nlabk&AN=1454979>

2.

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

3.

Werner J. Chapter 9: Human Resource Management and HRD. In: The Routledge Companion to Human Resource Development [Internet]. Abingdon, Oxon: Routledge.; 2015. Available from:
<http://search.ebscohost.com/login.aspx?direct=true&db=nlebk&AN=854073&site=ehost-live>

4.

Illeris K. The fundamentals of workplace learning: understanding how people learn in working life [Internet]. London: Routledge; 2011. Available from:
<https://ebookcentral.proquest.com/lib/leicester/detail.action?docID=668241>

5.

Evans K, Fuller A. Improving workplace learning [Internet]. London: Routledge; 2006.

Available from:

<https://ebookcentral.proquest.com/lib/leicester/detail.action?docID=4977155>

6.

Malloch M. The SAGE handbook of workplace learning [Internet]. Los Angeles, Calif: SAGE; 2011. Available from:

<https://ebookcentral.proquest.com/lib/leicester/detail.action?docID=743499>

7.

Fuller A, Munro A, Rainbird H. Workplace Learning in Context [Electronic resource].

Hoboken: Taylor and Francis; 2004. Available from:

http://le.alma.exlibrisgroup.com/view/action/uresolver.do?operation=resolveService&package_service_id=4767557860002746&institutionId=2746&customerId=2745

8.

Stephen Bach , and Martin R. Edwards. Chapter 1: Human Resource Management in Transition. In: Managing Human Resources : Human Resource Management in Transition [Internet]. John Wiley & Sons, Incorporated; 2012. Available from:

<https://ebookcentral.proquest.com/lib/leicester/reader.action?docID=1093957&query=#>

9.

Fuller A, Rainbird H, Fuller A, Munro A. Chapter 3: The Employment Relationship and Workplace Learning. In: Workplace learning in context. London: Routledge; 2004.

10.

Stephen Bach , and Martin R. Edwards. Chapter 2: Human Resource Management and Performance. In: Managing Human Resources : Human Resource Management in Transition [Internet]. John Wiley & Sons, Incorporated; 2012. Available from:

<https://ebookcentral.proquest.com/lib/leicester/reader.action?docID=1093957&query=#>

11.

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

12.

Geare A, Edgar F, McAndrew I. Employment relationships: ideology and HRM practice. The International Journal of Human Resource Management. 2006 Jul;17(7):1190–208. doi:10.1080/09585190600756442

13.

Carbery R, Cross C. Chapter 2: Strategic HRD. In: Human Resource Development: A Concise Introduction [Internet]. Basingstoke: Palgrave Macmillan; 2015. Available from: <https://ebookcentral.proquest.com/lib/leicester/detail.action?docID=4762925>

14.

Fuller A, Rainbird H, Fuller A, Munro A. Chapter 2: Political Economy and Workplace Learning. In: Workplace learning in context. London: Routledge; 2004.

15.

Keep E. What can we learn from vocational training in Germany? [Internet]. 2018. Available from: <https://feweeek.co.uk/2018/09/21/what-can-we-learn-from-vocational-training-in-germany/>

16.

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

17.

Eraut * M. Informal learning in the workplace. Studies in Continuing Education. 2004 Jul;26(2):247–73. doi:10.1080/158037042000225245

18.

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

19.

Fuller A, Great Britain. Department of Trade and Industry, University of Leicester. The impact of informal learning at work on business productivity: final report to the DTI October 2003 [Internet]. Skills research programme. London: DTI; 2003. Available from: <https://dera.ioe.ac.uk/10436/1/Impact%2520of%2520informal%2520learning.pdf>

20.

Jacobs RL, Park Y. A Proposed Conceptual Framework of Workplace Learning: Implications for Theory Development and Research in Human Resource Development. *Human Resource Development Review*. 2009 Jun;8(2):133–50. doi:10.1177/1534484309334269

21.

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

22.

Boud D, Rooney D, Solomon N. Talking up learning at work: Cautionary tales in co-opting everyday learning. *International Journal of Lifelong Education*. 2009 May;28(3):323–34. doi:10.1080/02601370902799077

23.

Livingstone DW. Expanding Conception of Work and Learning: Recent Research and Policy Implications. In: *International Handbook of Educational Policy* [Internet]. Dordrecht: Springer; 2005. p. 977–95. Available from: 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

24.

Malcolm J, Hodkinson P, Colley H. The interrelationships between informal and formal

learning. *Journal of Workplace Learning*. 2003 Dec;15(7/8):313-8.
doi:10.1108/13665620310504783

25.

McGuire D, Gubbins C. The Slow Death of Formal Learning: A Polemic. *Human Resource Development Review*. 2010 Sep;9(3):249-65. doi:10.1177/1534484310371444

26.

Sawchuk PH. Theories and methods for research on informal learning and work: towards cross-fertilization. *Studies in Continuing Education*. 2008 Mar;30(1):1-16.
doi:10.1080/01580370701628474

27.

Felstead A, Fuller A, Unwin L, Ashton D, Butler P, Lee T. Surveying the scene: learning metaphors, survey design and the workplace context. *Journal of Education and Work*. 2005 Dec;18(4):359-83. doi:10.1080/13639080500327857

28.

infed.org | Jean Lave, Etienne Wenger and communities of practice [Internet]. Available from: <http://infed.org/mobi/jean-lave-etienne-wenger-and-communities-of-practice/>

29.

Fuller A, Hodkinson H, Hodkinson P, Unwin L. Learning as peripheral participation in communities of practice: a reassessment of key concepts in workplace learning. *British Educational Research Journal*. 2005 Feb;31(1):49-68. doi:10.1080/0141192052000310029

30.

Jarvis P, Holford J, Griffin C. The theory and practice of learning [Internet]. 2nd ed. London: Kogan Page; 2003. Available from:
<https://ebookcentral.proquest.com/lib/leicester/detail.action?pq-origsite=primo&docID=182053>

31.

Lave J, Wenger E. Situated learning: legitimate peripheral participation [Internet]. Learning in doing : social, cognitive and computational perspectives. Cambridge: Cambridge University Press; 1991. Available from: <http://ezproxy.lib.le.ac.uk/login?url=https://www.cambridge.org/highereducation/books/situated-learning/6915ABD21C8E4619F750A4D4ACA616CD>

32.

Anna Sfard. On Two Metaphors for Learning and the Dangers of Choosing Just One. Educational Researcher [Internet]. 1998;27(2):4–13. Available from: http://www.jstor.org/stable/1176193?seq=1#page_scan_tab_contents

33.

Wenger E. Communities of Practice and Social Learning Systems. Organization. 2000 May;7(2):225–46. doi:10.1177/135050840072002

34.

Wenger E. A social theory of learning. In. London: Routledge; 2009. Available from: <http://ezproxy.lib.le.ac.uk/login?url=http://www.dawsonera.com/depp/reader/protected/external/AbstractView/S9780203870426>

35.

Hughes J, Jewson N, Unwin L. Communities of Practice: Critical Perspectives [Internet]. Florence: Taylor & Francis Group; 2013. Available from: <https://ebookcentral.proquest.com/lib/leicester/detail.action?docID=1166453>

36.

Evans K, Fuller A. Chapter 4: Learner biographies, workplace practices, and learning. In: Improving workplace learning [Internet]. London: Routledge; 2006. Available from: <http://ezproxy.lib.le.ac.uk/login?url=http://www.myilibrary.com?id=71549>

37.

Hodkinson, Phil. The Significance of Individual Biography in Workplace Learning. Studies in

the Education of Adults [Internet]. 2004;36(1):6-24. Available from:
<http://www.ingentaconnect.com/content/niace/stea/2004/00000036/00000001/art00002>

38.

Billett S. Chapter 5. Subjectivity, Self and Personal Agency in Learning Through and For Work. In: The SAGE handbook of workplace learning [Internet]. Los Angeles, Calif: SAGE; 2011. p. 60-72. Available from:
<http://ezproxy.lib.le.ac.uk/login?url=http://lib.myilibrary.com?id=381207>

39.

Tennant M. Chapter 6: Learning Styles. In: Psychology and adult learning [Internet]. 3rd ed. London: Routledge; 2006. Available from:
<http://ezproxy.lib.le.ac.uk/login?url=http://www.myilibrary.com?id=115765>

40.

Coffield F, Moseley D, Hall E, Ecclestone K. Should we be using learning styles? what research has to say to practice [Internet]. Learning and Skill Research Centre; 2004. Available from:
http://www.itslifejimbutnotasweknowit.org.uk/files/libraryfrom2012/LSRC_LearningStyles.pdf

41.

Lethaby C. Voices Magazine (British Council) [Internet]. 2017. Four reasons to avoid 'learning styles' – and one alternative. Available from:
<https://www.britishcouncil.org/voices-magazine/four-reasons-avoid-learning-styles-one-alternative>

42.

Jarrett C. British Psychological Society - Research Digest [Internet]. 2018. "Another nail in the coffin for learning styles" – students did not benefit from studying according to their supposed learning style. Available from:
<https://www.bps.org.uk/research-digest/another-nail-coffin-learning-styles>

43.

Hodkinson P, Hodkinson H. The significance of individuals' dispositions in workplace learning: a case study of two teachers. *Journal of Education and Work*. 2004 Jun;17(2):167–82. doi:10.1080/13639080410001677383

44.

Crowther J, Maclachlan K, Tett L. Adult literacy, learning identities and pedagogic practice. *International Journal of Lifelong Education*. 2010 Nov;29(6):651–64. doi:10.1080/02601370.2010.524010

45.

Timma H. Experiencing the workplace: shaping worker identities through assessment, work and learning. *Studies in Continuing Education*. 2007 Jul;29(2):163–79. doi:10.1080/01580370701403282

46.

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

47.

Ashton D, Sung J. How Competitive Strategy Matters? Understanding the Drivers of Training, Learning and Performance at the Firm Level [Internet]. 2006. Available from: 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

48.

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

49.

Keep E. Chapter 6: Recent Research on Workplace Learning and its Implications for

National Skills Policies Across the OECD. In: Bryson J, editor. Beyond Skill [Internet]. London: Palgrave Macmillan UK; 2010. p. 105–26. Available from: <http://ezproxy.lib.le.ac.uk/login?url=http://link.springer.com/10.1057/9780230291270>
doi:10.1057/9780230291270_6

50.

McGuire D, Garavan TN, O'Donnell D, Saha SK, Cseh M. Managers' personal values as predictors of importance attached to training and development: a cross-country exploratory study. Human Resource Development International. 2008 Sep;11(4):335–50. doi:10.1080/13678860802261520

51.

Evans K, Rainbird H, Unwin L, Hodgkinson P. Chapter 2: Expansive and Restrictive Learning Environments. In: Improving Workplace Learning [Internet]. Taylor & Francis Group; 2007. Available from: <https://ebookcentral.proquest.com/lib/leicester/reader.action?docID=4977155&query=>

52.

Evans K, Rainbird H, Unwin L, Hodgkinson P. Chapter 3: Applying the Expansive / Restrictive Framework. In: Improving Workplace Learning [Internet]. Taylor & Francis Group; 2007. Available from: <https://ebookcentral.proquest.com/lib/leicester/reader.action?docID=4977155&query=>

53.

Sung J, Ashton D. 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 [Internet]. 1st ed. London: SAGE Publications; 2015. Available from: <https://ebookcentral.proquest.com/lib/leicester/detail.action?docID=1712677>

54.

Gvaramadze I. Human resource development practice: the paradox of empowerment and individualization. Human Resource Development International. 2008 Nov;11(5):465–77. doi:10.1080/13678860802417601

55.

Malik A. Training drivers, competitive strategy and clients' needs. *Journal of European Industrial Training*. 2009 Feb 27;33(2):160–77. doi:10.1108/03090590910939058

56.

Ashton D, Lloyd C, Warhurst C. Chapter 15: Business Strategies and Skills :: The Oxford handbook of skills and training. In: Buchanan J, Finegold D, Mayhew K, Warhurst C, editors. *The Oxford Handbook of Skills and Training* [Internet]. Oxford: Oxford University Press; 2017. Available from: <https://content.talisaspire.com/leicester/bundles/5be00d3d69df5064b963ca44>

57.

Liao YS. Human resource management control system and firm performance: a contingency model of corporate control. *The International Journal of Human Resource Management*. 2006 Apr;17(4):716–33. doi:10.1080/09585190600581691

58.

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

59.

Bishop D, Felstead A, Fuller A, Jewson N, Lee T, Unwin L. Connecting Culture and Learning in Organisations: A Review of Current Themes [Internet]. 2006. Available from: <http://eprints.hud.ac.uk/id/eprint/8388/>

60.

Retna KS, Jones D. The "learning organisation" and Singapore culture. *The Learning Organization*. 2013 May 17;20(4/5):338–51. doi:10.1108/TLO-06-2011-0036

61.

Van der Heijden B, Peters P, Kelliher C. Chapter 47: New Ways of Working and Employability. In: *The Routledge Companion to Human Resource Development* [Internet].

Abingdon, Oxon: Routledge.; 2015. Available from:
<http://search.ebscohost.com/login.aspx?direct=true&db=nlebk&AN=854073&site=ehost-live>

62.

McGuire D, Kissack H. Chapter 45: Line Managers and HRD. In: The Routledge Companion to Human Resource Development [Internet]. Abingdon, Oxon: Routledge.; 2015. Available from:
<http://search.ebscohost.com/login.aspx?direct=true&db=nlebk&AN=854073&site=ehost-live>

63.

Ashton D, Lloyd C, Warhurst C. Chapter 15: Business Strategies and Skills. In: Buchanan J, Finegold D, Mayhew K, Warhurst C, editors. The Oxford handbook of skills and training. Oxford: Oxford University Press; 2017.

64.

Järvensivu A, Koski P. Combating learning. Journal of Workplace Learning. 2012 Jan 6;24(1):5–18. doi:10.1108/13665621211191078

65.

Contu A, Willmott H. Re-Embedding Situatedness: The Importance of Power Relations in Learning Theory. Organization Science. 2003 Jun;14(3):283–96.
doi:10.1287/orsc.14.3.283.15167

66.

Contu A, Grey C, örtenblad A. Against Learning. Human Relations. 2003 Aug;56(8):931–52.
doi:10.1177/00187267030568002

67.

Collin K, Sintonen T, Paloniemi S, Auvinen T. Work, power and learning in a risk filled occupation. Management Learning. 2011 Jul 1;42(3):301–18.
doi:10.1177/1350507610394411

68.

Bierema L, Callahan JL. Transforming HRD. *Advances in Developing Human Resources*. 2014 Nov;16(4):429–44. doi:10.1177/1523422314543818

69.

Fenwick T. Chapter 11: Conceptualising Critical HRD (CHRD). In: *The Routledge Companion to Human Resource Development* [Internet]. Abingdon, Oxon: Routledge.; 2015. Available from:

<http://search.ebscohost.com/login.aspx?direct=true&db=nlebk&AN=854073&site=ehost-live>

70.

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

<http://ezproxy.lib.le.ac.uk/login?url=https://www.jstor.org/stable/2634938>

71.

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.

72.

Warhurst C, Tilly C, Gatta M. Chapter 4 (in section 1): A New Social Construction of Skill. In: Buchanan J, Finegold D, Mayhew K, Warhurst C, editors. *The Oxford handbook of skills and training* [Internet]. Oxford: Oxford University Press; 2017. Available from:

<http://ezproxy.lib.le.ac.uk/login?url=https://dx.doi.org/10.1093/oxfordhb/9780199655366.01.0001>

73.

Niemeyer B, Colley H. Why do we need (another) special issue on gender and VET? *Journal of Vocational Education & Training*. 2015 Jan 2;67(1):1–10. doi:10.1080/13636820.2014.971498

74.

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

75.

Tanggaard L. Situating gendered learning in the workplace. *Journal of Workplace Learning*. 2006 Jun;18(4):220–34. doi:10.1108/13665620610665827

76.

Doyle W, Findlay S, Young JD. Workplace Learning Issues of Hotel Employees: Examining Differences Across Management Status and Gender. *Journal of Human Resources in Hospitality & Tourism*. 2012 Oct;11(4):259–79. doi:10.1080/15332845.2012.690679

77.

Harteis C, Billett S, Goller M, Rausch A, Seifried J. Effects of age, gender and occupation on perceived workplace learning support. *International Journal of Training Research*. 2015 Jan 2;13(1):64–81. doi:10.1080/14480220.2015.1051349

78.

Brooks AK, Clunis T. Where to now? Race and ethnicity in workplace learning and development research: 1980–2005. *Human Resource Development Quarterly*. 2007 Summer;18(2):229–51. doi:10.1002/hrdq.1201

79.

Mirchandani K. Learning racial hierarchies. *Journal of Workplace Learning*. 2012 Jun 29;24(5):338–50. doi:10.1108/13665621211239877

80.

Zhang W. Conceptions of lifelong learning in Confucian culture: their impact on adult learners. *International Journal of Lifelong Education*. 2008 Sep;27(5):551–7. doi:10.1080/02601370802051561

81.

Harteis C, Billett S, Goller M, Rausch A, Seifried J. Effects of age, gender and occupation on perceived workplace learning support. *International Journal of Training Research*. 2015 Jan 2;13(1):64–81. doi:10.1080/14480220.2015.1051349

82.

Kim S, McLean GN. The Impact of National Culture on Informal Learning in the Workplace. *Adult Education Quarterly*. 2014 Feb;64(1):39–59. doi:10.1177/0741713613504125

83.

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

84.

Bishop D. Firm size and skill formation processes: an emerging debate. *Journal of Education and Work*. 2012 Nov;25(5):507–21. doi:10.1080/13639080.2012.661848

85.

Gold J, Thorpe R. 'Training, it's a load of crap!': the story of the hairdresser and his 'Suit'. *Human Resource Development International*. 2008 Sep;11(4):385–99. doi:10.1080/13678860802261579

86.

Coetzer A, Kock H, Wallo A. Distinctive Characteristics of Small Businesses as Sites for Informal Learning. *Human Resource Development Review*. 2017 Jun;16(2):111–34. doi:10.1177/1534484317704291

87.

Nolan CT, Garavan TN. Human Resource Development in SMEs: A Systematic Review of the Literature. *International Journal of Management Reviews*. 2016 Jan;18(1):85–107.

doi:10.1111/ijmr.12062

88.

De Grip A, Sieben I. The effectiveness of more advanced human resource systems in small firms. *The International Journal of Human Resource Management*. 2009 Sep;20(9):1914–28. doi:10.1080/09585190903142373

89.

Edwards P. Skills and the Small Firm: A Research and Policy Briefing [Internet]. London: UKCES; 2010. Available from: <https://dera.ioe.ac.uk/1298/>

90.

Ashton D, Sung J, Raddon A, Riordan T. Challenging the myths about learning and training in small and medium-sized enterprises: Implications for public policy [Internet]. Geneva, Switzerland: ILO; 2008. Available from: http://www.ilo.org/wcmsp5/groups/public/---ed_emp/---ifp_skills/documents/publication/wcms_103625.pdf

91.

Mayson S, Barrett R. The 'science' and 'practice' of HRM in small firms. *Human Resource Management Review*. 2006 Dec;16(4):447–55. doi:10.1016/j.hrmmr.2006.08.002

92.

Cardon MS, Stevens CE. Managing human resources in small organizations: What do we know? *Human Resource Management Review*. 2004 Sep;14(3):295–323. doi:10.1016/j.hrmmr.2004.06.001

93.

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