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Experiencing workplace learning: comparing the European countries

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Setting the scene first

- Do employees experience work related learning as mandatory or voluntary?
- Do employees' perceptions of the employers role related to learning and the context of the learning influence their experienced benefits and effects of the learning?
- Do employees from various European countries have different experiences and perceptions in this respect?



Analyses

- data stock may be not very robust (and reliable);
- so take your time to look at the raw data of the survey (lime) output and in addition the separate Czech Republic file (Thailand and Denmark were left out);
- many items, many concepts, at least three levels of questioning (opinions, perceptions of the employers role and learning in the workplace, evaluation of benefits and effects);
- factor analyses, cluster analyses, discriminant analyses, and multiple regression



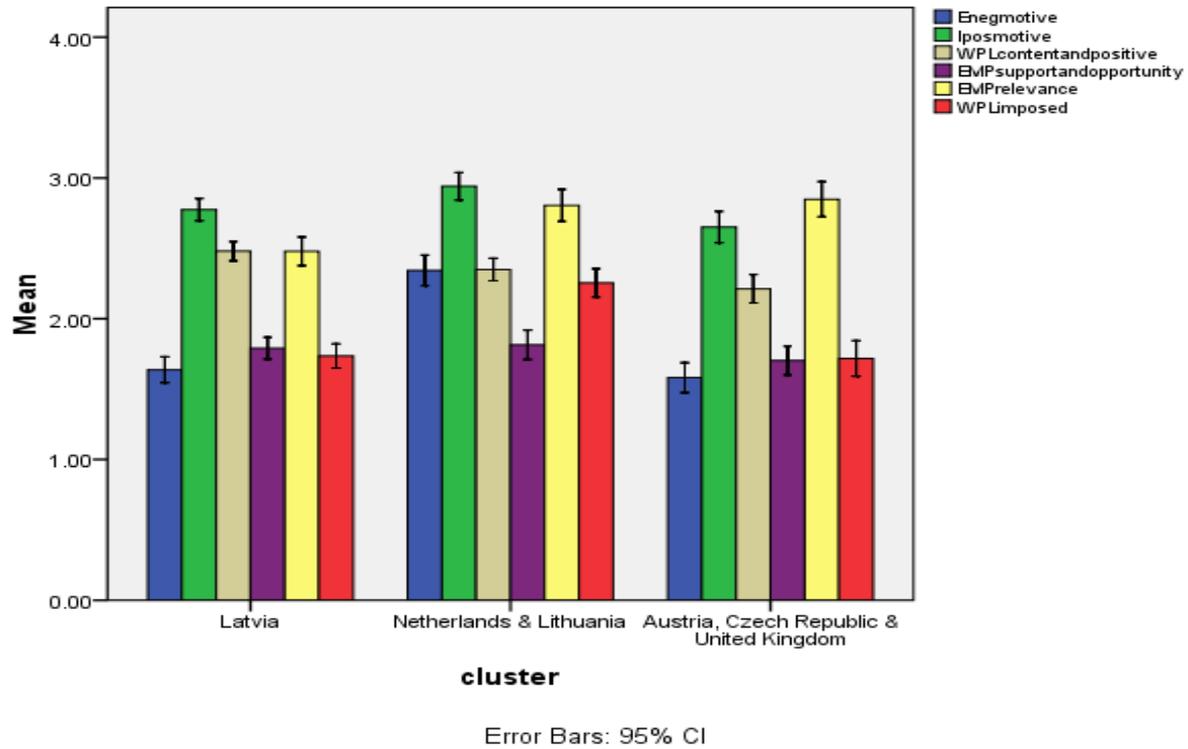
Recoded the quantitative scores

- not at all 5 -> 0
- to a very low extent 4 -> 1
- to a limited extent 3 -> 2
- to a considerable extent 2 -> 3
- and to a great extent 1 -> 4;

- strongly agree 1 -> 2,
- agree 2 -> 1
- neither agree, nor disagree 3 -> 0
- disagree 4 -> -1
- and strongly disagree 5 -> -2



Scale	Items	Mean	Standard deviation	Alpha
Enegmotive	2	1.86	.99	.54
Iposmotive	2	2.80	.86	.67
Empsupandop	5	1.77	.85	.77
Emprelevance	2	2.69	1.01	.70
WPLownandpos	5	2.36	.74	.81
WPLimposed	2	1.91	.96	.61





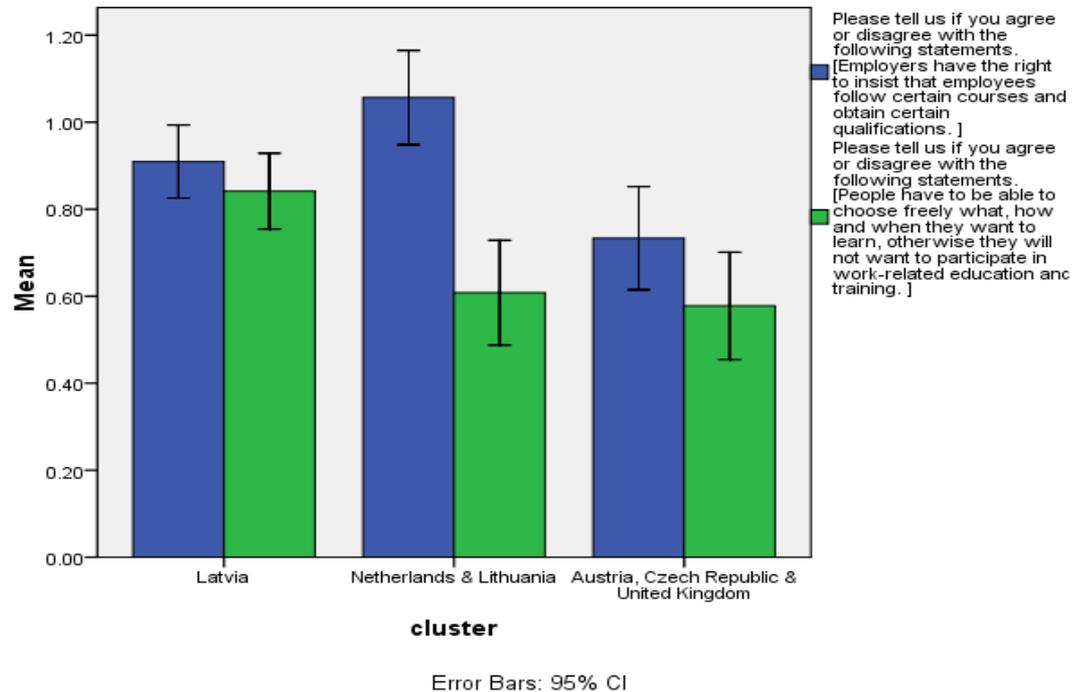
Sample of three clusters



- cluster analyses using these scales (variables) indicated three clusters of countries which cases are used in the following comparative analyses: Austria (182), Czech Republic (55), Netherlands (138), Lithuania (182), Latvia (353) and United Kingdom (34) (in total 949 valid cases)

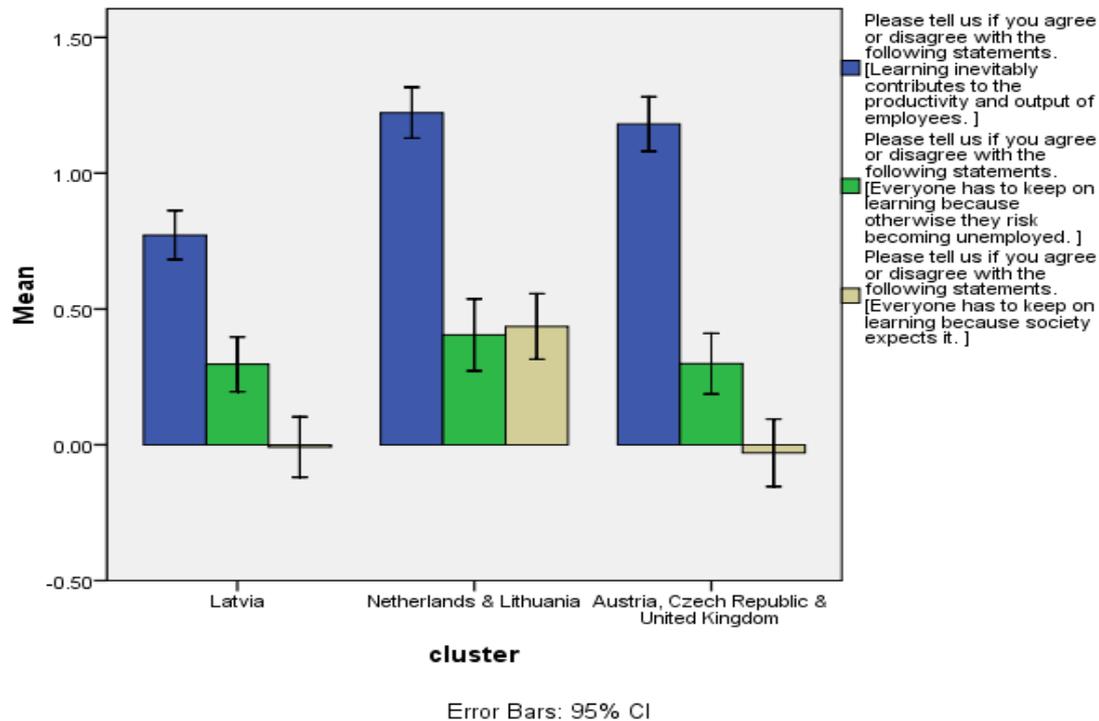


Employers right to insists against freedom to choose to learn?



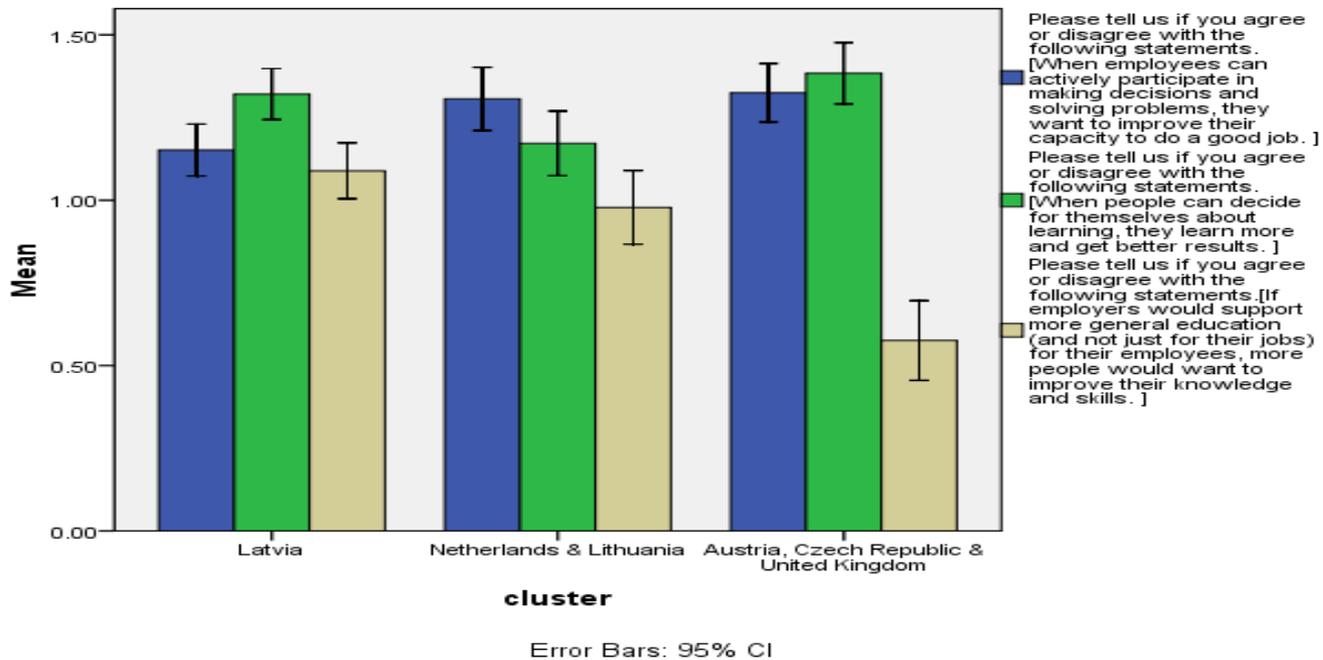


Learning for productivity, employment and society?



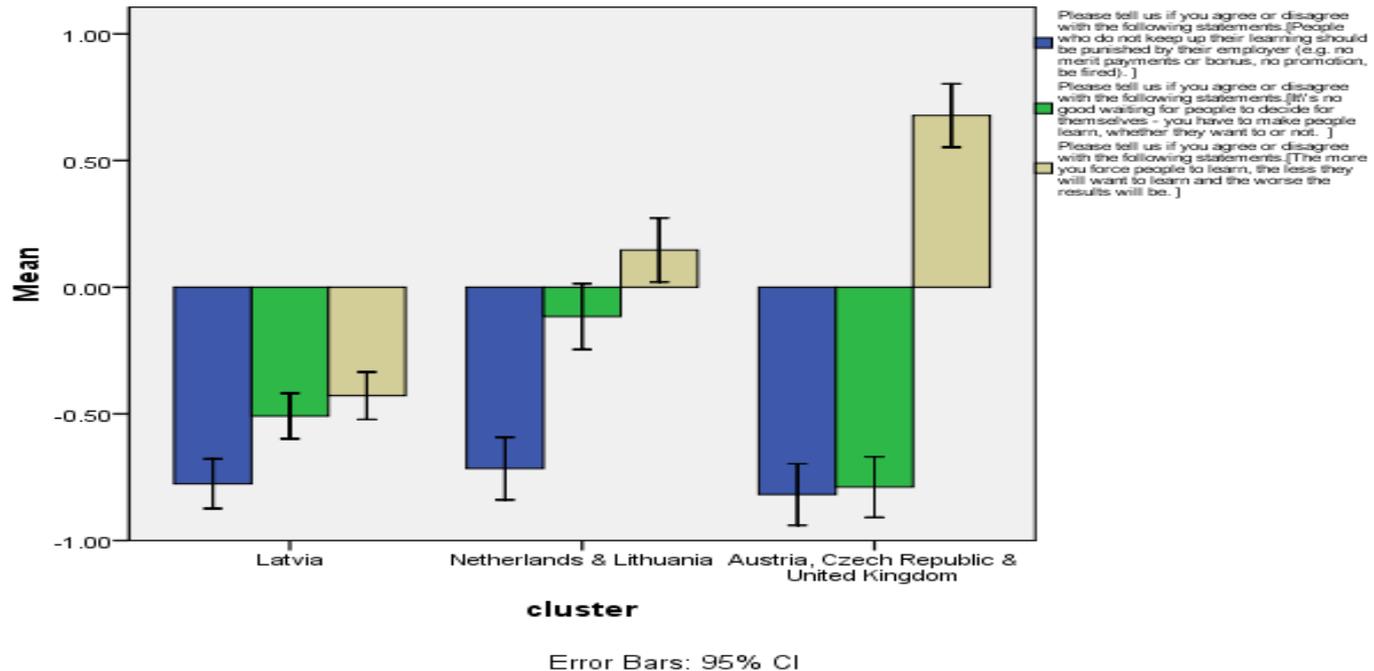


Autonomy: decisions, learning results and general education?





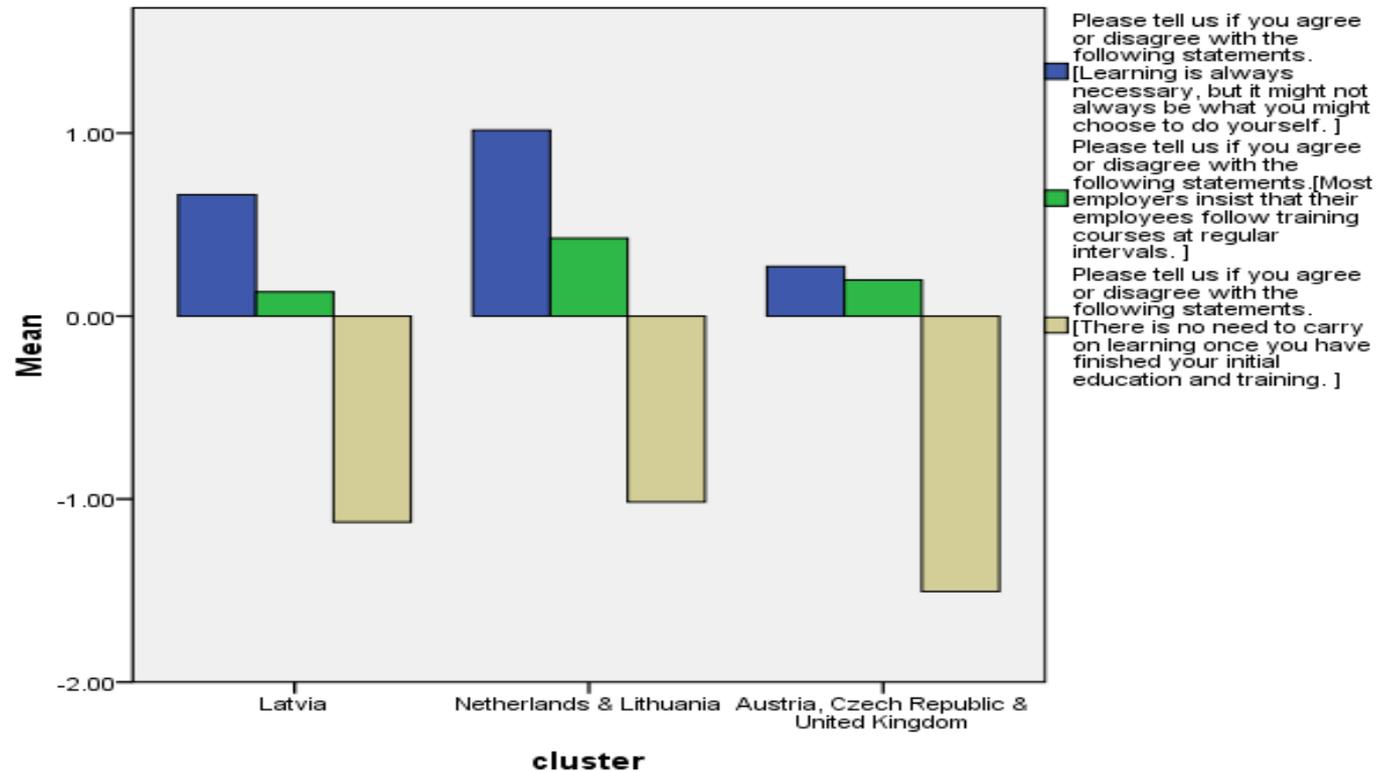
Compulsion: punishment, no waiting people learn and force (with worse results)?





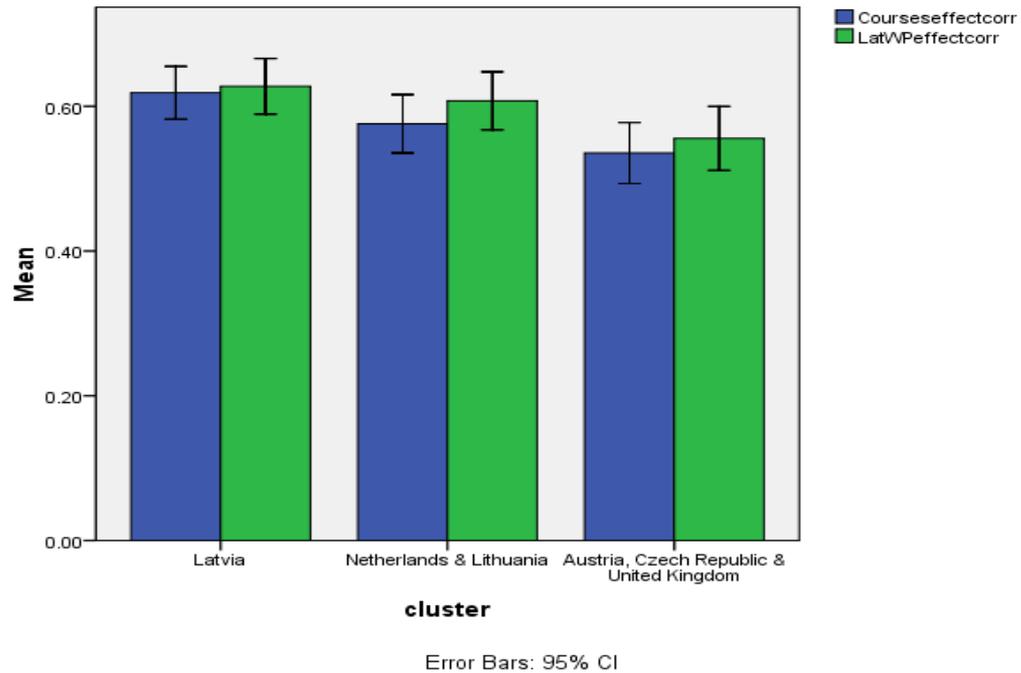
Which opinions discriminate the clusters?

LV (negative)	NL & LT (positive)	AT, CZ & UK (positive)
The more you force ...	Learning necessary...not chosen yourself	The more you force ...
Learning inevitably ...productivity..	It´s no good waiting ...	Learning inevitably ...productivity ...
If employers support general education ... (-)	Keep up learning for society...	If employers support general education ... (-)
	No need carry on learning after initial education	
	Employers have the right to insist ...	
	Most employers insist that	





Effects of learning (x 100 = percentage)





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Some concluding remarks?

- Latvia discriminates from the other countries because of a more negative appreciation of 'learning' and for Austria, Czech and United Kingdom it is the other way around
- Netherlands and Lithuania discriminates from the other countries because they accept more the influence of the context and adapt to it





Thank you for your coming and
 attention

