



Creation and further development of working conditions conducive to learning

Apart from traditional further education and qualification measures, learning in the working process contributes especially to the development of competences. This form of studying can be supported by the design of the workplace according to learning-conducive criteria e.g. the creation of cooperation and communication opportunities, the participation of the employees, adequate feedback on personal work results and ergonomically suitable ambient conditions. To come to recommendations, instruments are made available to analyse existing workplaces on their suitability as learning locations. From the results, suggestions for changes or rearrangements of the workplaces are raised. By the examination of the workplaces among other things, hints will arise on how further education can be tied into the practical tasks.

Research levels:

Enterprise/ Management level

Management questionnaire to compile company data

Strategy questionnaire

(see also section on corporate strategy)

Workplace level

Learning Promotion Inventory (observation and interview)

Questions to assess learning promotion in the workplace

(see also section on organisational profiling)

Staff level

Questionnaire on the views and experiences of the staff, assessment of staff competences in the researched workplaces

(see also section on appraisal interview)

Supervisor level

Questionnaire on the classification of learning promotion in the workplace from the view of the supervisors

(see also section on organisational profiling)