

## Factsheet 2.1.3f

### HOMEWORK

Your homework will be a literature review.

You will have the opportunity to choose between two relevant articles. You find both articles in your material: 2.1.5m (Ellingson and Noe) and 2.1.6m (Kessels)

- 1) Joseph W.M. Kessels 2001): Learning in organisations: a corporate curriculum for the knowledge economy. Futures 33, 497-506
- 2) Jill E. Ellingson/Raymond A. Noe (editors) (2017): Autonomous Learning in the Workplace. Routledge, 1-11

For each article you find some guiding questions which will help you to focus your reading on specific points.

You may answer these questions alone or in groups with up to 3 students.

Your answers may be written - as word document or as ppt (if it makes sense visualized) - or sound recorded.

**Joseph W.M. Kessels 2001): Learning in organisations: a corporate curriculum for the knowledge economy. Futures 33, 497-506**

After having read the article, please answer the following questions:

- 1) What are indicators of a knowledge economy?
- 2) What means an organisation's "knowledge productivity"? Why is it essential?
- 3) What are the consequences of the statement: The human resources are the bearers of knowledge?
- 4) Argue: "Learning processes occurring at and around the workplace are more powerful than learning processes embodied in formal training settings."
- 5) Find examples (taken from your own experience) for fruitful learning in the working environment.
- 6) Which competences are needed in a knowledge economy?
- 7) What do you think about the creation of a new class in the knowledge economy?

**Jill E. Ellingson/Raymond A. Noe (editors) (2017): Autonomous Learning in the Workplace. Routledge, 1-11**

After having read the article, please answer the following questions:

- 1) What does “autonomous learning” mean?
- 2) What are still open research questions concerning autonomous learning?
- 3) What are characteristics of autonomous learning? Can it - and if “yes” - how can it promote sustainable learning effects?
- 4) What do employees today value as important for learning and work?
- 5) Why is development of human capital resources important for enterprises?
- 6) How is autonomous learning facilitated by technology?
- 7) What are your own experiences with autonomous learning? What would you describe as benefits?

From page 6 to 9 you find an overview on the articles which are included in the anthology edited by Ellingson and Noe. You are not obliged to read this, but if you do so you get an impression on the wide range of topics dealing with autonomous learning.