



Learning theories relevant to workplace-based learning

Inspire • Empower • Elevate



Learning Outcomes

At the end of this session, you will be able to:

1. Mention the features of workplace learning
2. Discuss Theoretical perspective of workplace learning- including social cognitive theory, community of practice
3. Relate the experiential learning model to the current teaching and learning practice



any place where patients,
learners and practitioners
come together for the
conjoint purpose of providing
medical care and learning

(Dornan et al 2009)

Features of learning in Health Professionals Workplaces

Learning in Context

In context learning

Immediate relevance

Triadic relationship

Learning from patients

Depending on the relationships with colleagues

Learning from role model

Learning from colleagues

Process and outcomes are hard to control

Unpredictable

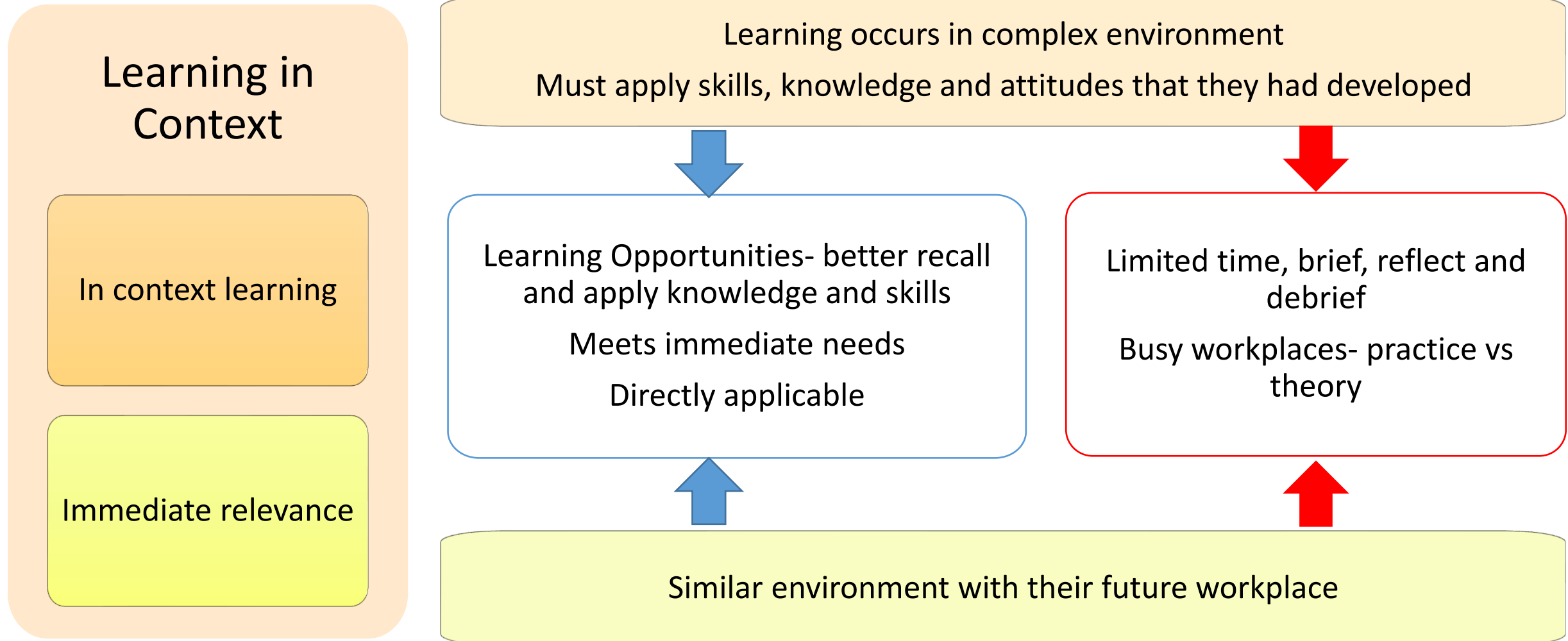
Content can be unstructured

Learning from experience

Learning is determined by case mix

Learning may be covert and outcomes tacit

Features of learning in Health Professionals Workplaces



Features of learning in Health Professionals Workplaces

Immediate and direct results and feedback

Learning can be individualised and motivating if the relationship is positive

Helps professional identity and role development

Immediate applicability, other people's experience offer additional perspective

Triadic relationship

Learning from patients

Depending on the relationships with colleagues

Learning from role model

Learning from colleagues

Safety issues?, patient care?

Learning can be inhibited or threatening if relationship is negative

Not all role models are good role models, unsure? Wrong choices of role model?

Bad habits picked up, practice vs theory, ?evidence based

Features of learning in Health Professionals Workplaces

Can occur at any time

Learning directly related to the needs

Case mix- common problems

Powerful learning from experience

Hard to prepare, impromptu

Gaps and duplication

Important but uncommon problem may be omitted

Depending on experience, can be traumatic in some situations

Learners unaware of the learning processes and the outcome

Process and outcomes are hard to control

Unpredictable

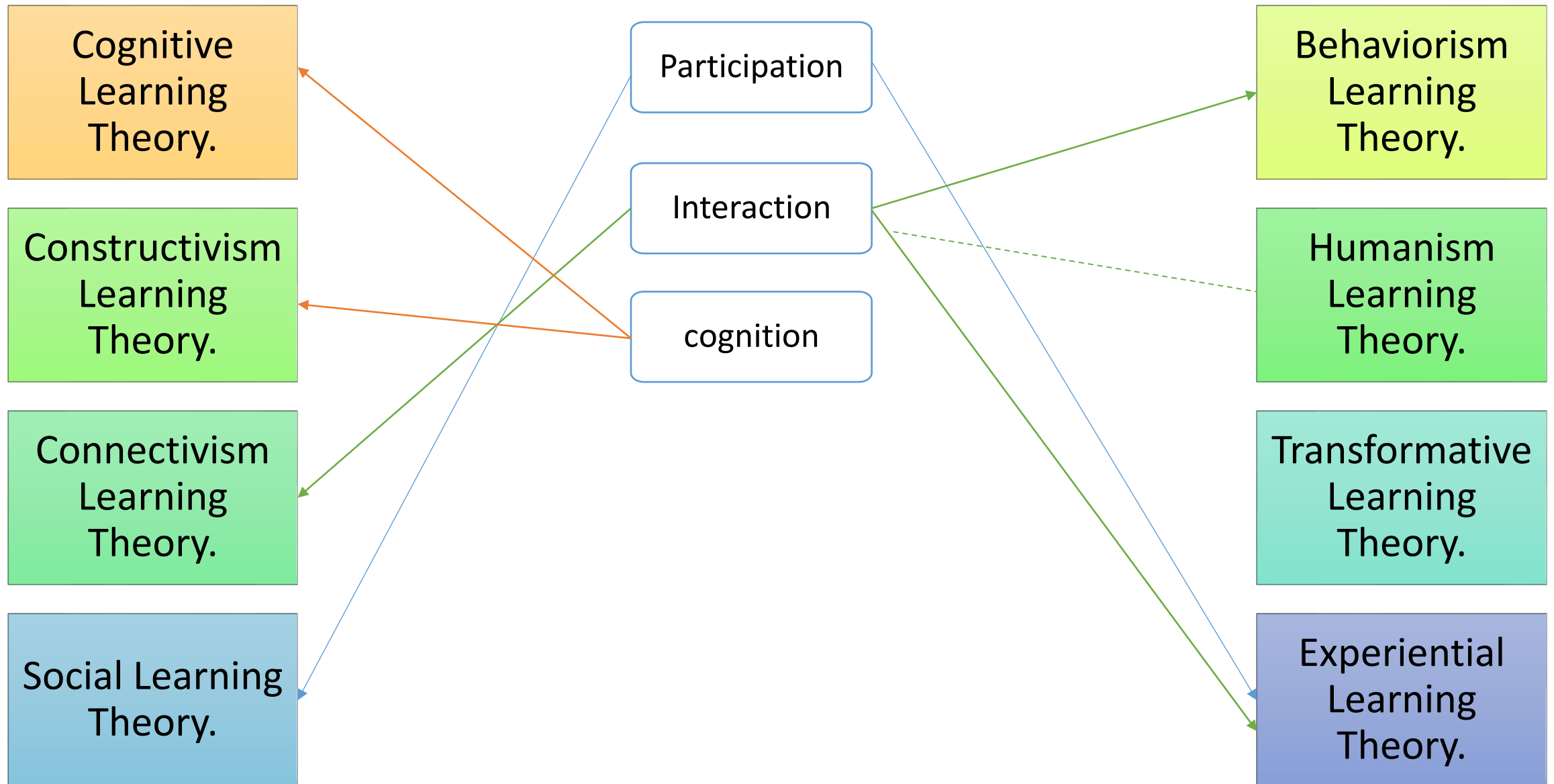
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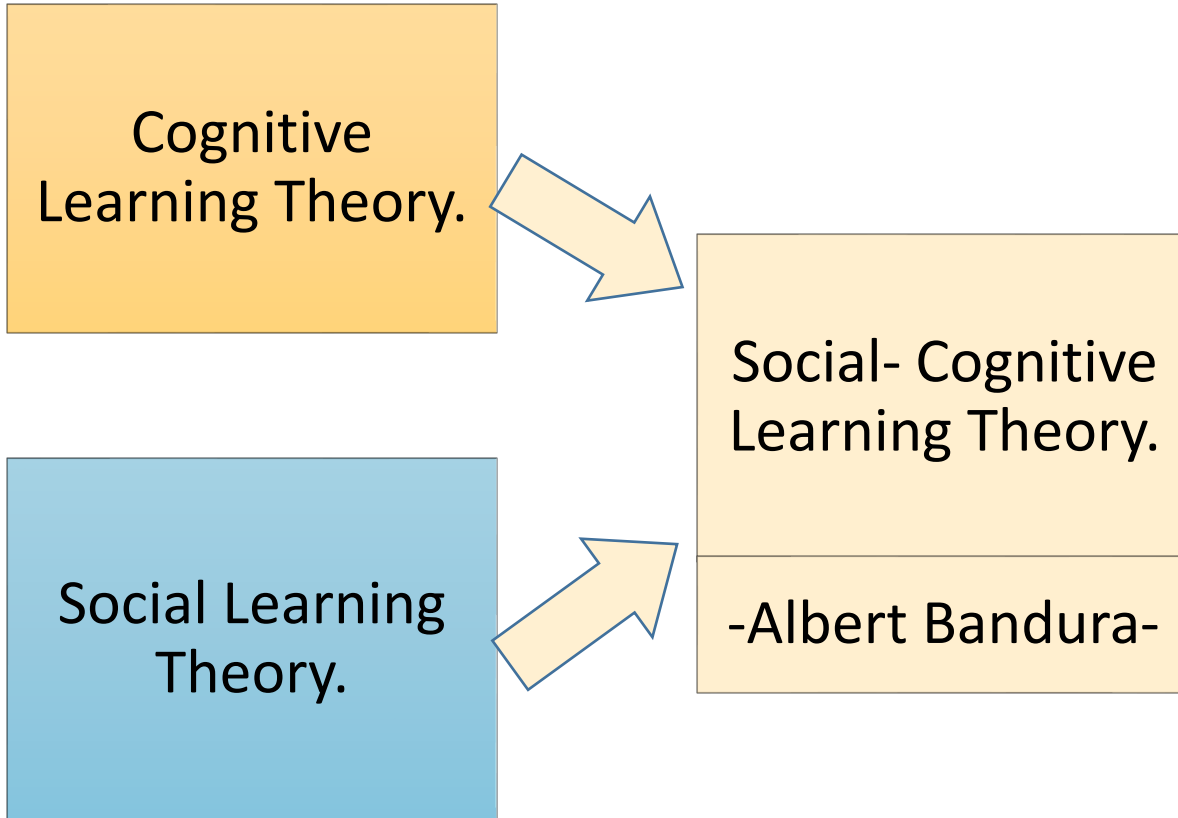
Learning from experience

Learning may be covert and outcomes tacit

Theoretical Perspectives on Workplace learning



Theoretical Perspectives on Workplace learning



Theoretical Perspectives on Workplace learning

Social- Cognitive Learning Theory.

intentionality

- Plan for actions to be taken
- Motivation to choose

Forethought

- Confidence
- Taking responsibility



Self-regulation

Self-reactiveness

- Take appropriate actions
- Regulate own thoughts and actions in the flow of events

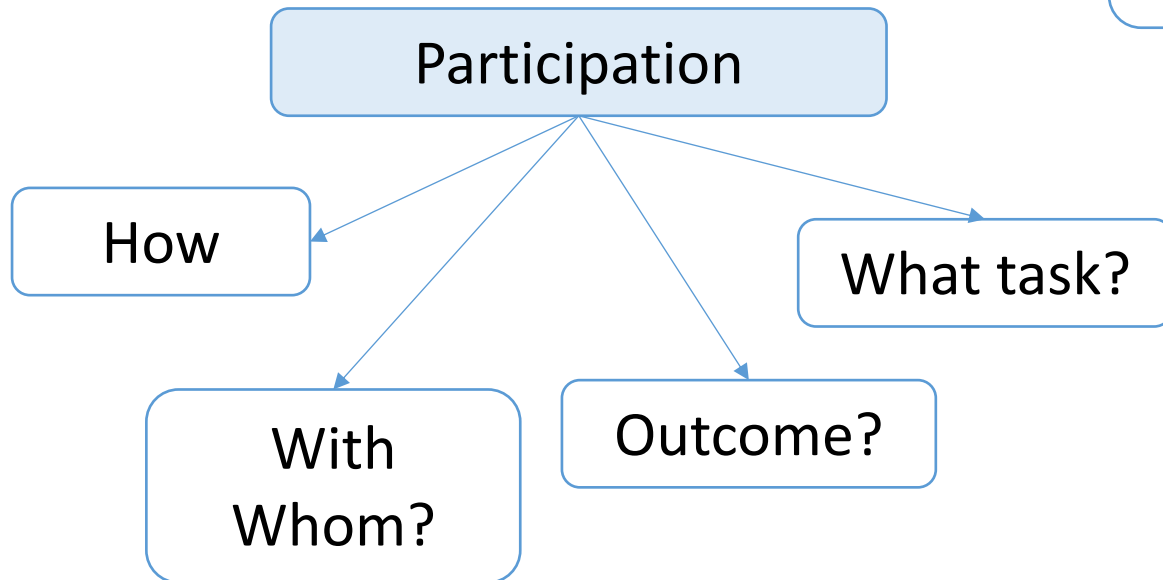
Self-reflectiveness

- Learning from outcome

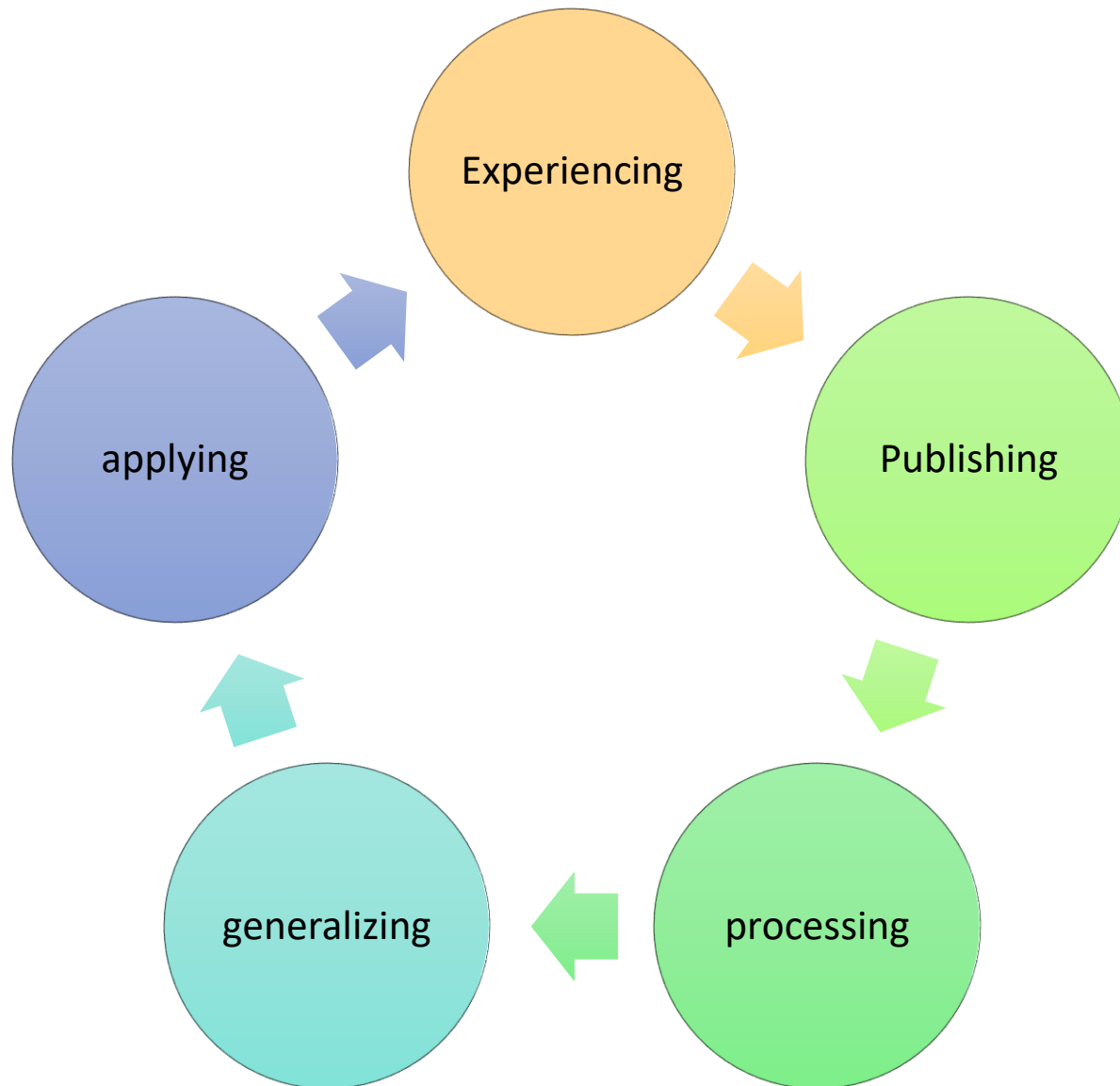
Communities of practice

Set of relations among persons, activity and world.. That is the result of collective learning...

Same objectives/aim → looking for solutions to overcome any issues



The Experiential Learning Cycle



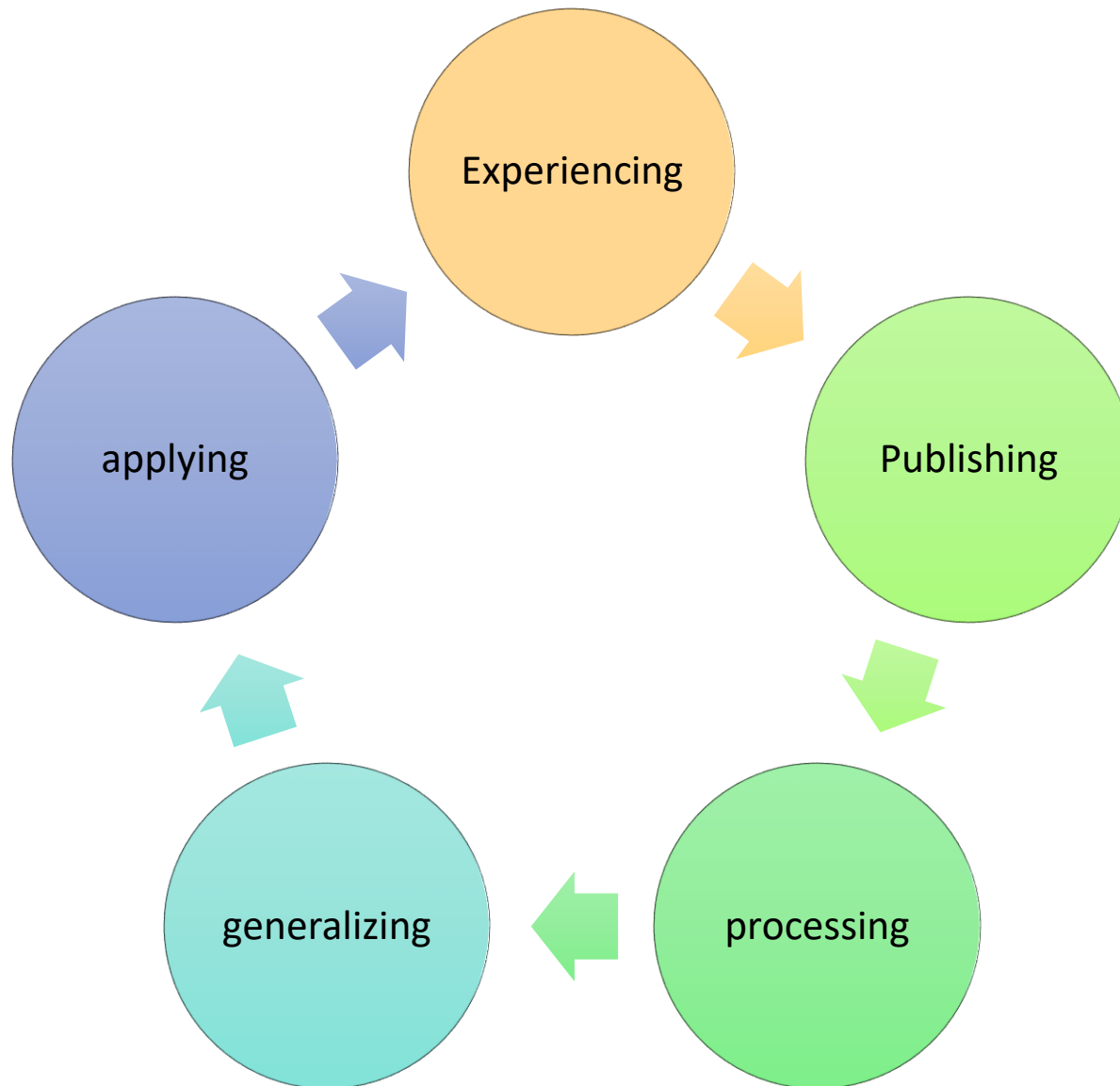
Activity phase

- Learning opportunity
- Structured vs non structured
- Facilitated
- Requires participation

Sharing of reactions/observations

- Experience
- Emotions
- Knowledge and perceptions

The Experiential Learning Cycle



Reflect on observation
Recognising pattern

Relating to own experience
Generating the principles

Effective use of learning

Effective workplace learning

Intersubjectivity

Promoting
participation

Initiation

Team
interactions

Effective
feedback

Summary



Thank you.

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