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Benefits of Learning

For Individuals

Learning is the key to develop an individual's potential.

Learning enables the individual to meet the demands of change.

The capacity to learn becomes an precious asset that will never be obsolete.



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For organisations

Learning emancipates the organisation through clarification of purposes, vision, values and behaviour.

Learning helps in enhancing capacities of individuals to contribute to the success of the organisation.



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APPLICATIONS OF LEARNING THEORY IN THE WORK SETTING

- Using of Incentive to reduce absenteeism.
- Well pay Vs Sick Pay.
- Employee Discipline.
- Developing training program.
- Learning through experience.
- Creating mentoring program.
- Self management.
- Organization Behavior Management.



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Application of Learning in Organisations

Learning is of great relevance to the study of OB.

(a) Learning and training:- Learning helps managers to develop effective training programmes. Learning principles and theories serves as a guide for this purpose. Learning is major objective of training. Training becomes effective if training is conducted keeping learning principles in mind.



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(b) Learning through feedback:- Feedback is any information that people receive about the consequences of their behaviour. Feedback has a powerful effect on behaviour and job performance. Feedback improves employee ability by frequently providing information to correct performance problems. Feedback makes people aware of their performance errors and helps them correct errors quickly.



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© **Employee indiscipline:-**Employee indiscipline acts are drunkenness on the job, late arrivals to work, stealing company property etc. Research on discipline shows that manager should act immediately to correct the problem. Usually, managers respond with punishment like oral warnings, written warnings, and even suspension. Punishment however provides only a short-term solution and has ill-effect on employee punished. Continued use of punishment will undermine(weaken or challenge) manager-employee relations.



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In the long-run when used without positive reinforcement of desirable behaviour, it is likely to lead to employee frustration. Learning helps the managers how to more effectively implement disciplinary actions so as to promote employee discipline.



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(d)Using of Reinforcement to reduce absenteeism.

Well pay Vs Sick Pay

Organizations with paid sick leave experience almost twice the absenteeism of organizations without such programs. Sick leave programs reinforce the wrong behaviour absence from work.

Organizations should reward attendance, not absence.



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(e) Learning through experience:

Social-learning theory tells us that training should offer a model to grab the trainee's attention, provide opportunities for learning and allow some opportunity to transfer what he or she has learned to the job.

Creating mentoring program-

Mentors are role models; Mentees observe and then imitate. Preparing young managerial talent for greater responsibilities should give careful attention to who takes on mentoring roles.



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(f) Self management:

Learning techniques allow individuals to manage their own behaviour so that less external management control is necessary.

The basic processes involve observing one's own behaviour, comparing the behaviour with a standard.



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(g). Organization Behavior Management:

E.g., The systematic application of positive reinforcement principles in organizational settings for the purpose of raising the incidence of desirable organizational behaviours.

Shaping behaviour.

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Factors affecting Learning

The learner: Need, Motivation, Interest, Required Physical Maturity, Intelligence, Emotional state, Responsibility to learn, Mind set

The environment: Physical setting should be appropriate, suitable for the learner,

The material: Meaningfulness, Amount of Materials, Associative value



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Factors affecting learning

Amount of materials

Nature of materials

Method of learning

Interference:

- proactive inhibition (New learning getting affected by the previous learning)

- retroactive inhibition (Recall of previously learned getting affected by the new learning)