

How do employees learn at work ?

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Propositions accompanying the dissertation

How do employees learn at work?

*Understanding informal learning from others
in different sectors*

- 1) Employees should prepare today for tomorrow's workplace today and be able to adapt constantly. This should not be seen as a one-time activity, but as a substantial part of the DNA of an organization.
- 2) Creating richness and value of their network is a first important step to stimulate employees' engagement in informal learning from others.
- 3) The power of memorable informal learning moments is underestimated.
- 4) The good thing is that informal learning also takes place during every day activities where learning is not the core purpose: the dialogue at the coffee machine, or when asking experienced colleagues for help when you need it.
- 5) Looking at employees' profile of preferences for acting upon feedback, help seeking, and information seeking behavior combined gives more insights into informal learning behavior than studying these behaviors separately.
- 6) Employability is influenced by informal learning from others: employees high in acting upon feedback, information seeking and help seeking have the proactive behaviour that is necessary to be employable.
- 7) Employees turn to their colleagues and use their feedback as well as seek information in order to elevate their innovative ideas.
- 8) Studying informal learning without operationalizing this construct might satisfy scientific curiosity but has limited contribution to theory development.
- 9) The world is simply too beautiful and too interesting to study exclusively from behind the computer. (K. Roelen)
- 10) The first draft of anything is shit. (E. Hemmingway)
- 11) I bake, what's your superpower?