

HOW IS LEARNING MANAGED

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It is the learner that controls to what extent learning is taking place inside the learner. As managers we can only assess the effect that the learning activities have on the learners performance in a given area.

Learning is managed when the person in charge of the education is able to ascertain that the learning activity has had the desired effect. This requires that the manager have decided what the desired effect should be and test for its presence.

In principle it also requires that the manager knows the state of the learner prior to the activity. In most situations, it may be inferred that the learner does not have the required competencies prior to the course.

To manage the learning activities, it is also required that you are able to change the content, sequence, scope and method of the activities.

If you as a manager wish to have a measure of how efficient your activities are; or you wish to have a measure of how effective your activities are, then you want to have your test show degrees of presence of the learning effect. This will enable you to adjust your effort not to be excessive or not to be inadequate.

From this we can determine that the following are required:

- Learning objectives
- Learning strategies and methods
- Learning performance evaluation