

# ENGINEERING PHD RESEARCH PROPOSAL SAMPLE

## SOFTWARE ENGINEERING ROLE IN THE WORKPLACE LEARNING PROCESS

In today's rapidly changing world, it is imperative to constantly increase the level of knowledge in order to keep up with new challenges. Some individuals who were considered educated in the past can today become unsuitable to respond to current and future demands of the environment. The fact is that learning is done in the workplace. It is necessary for the development of knowledge and skills that are necessary for the employees to progress, but also to achieve the company's competitiveness. Workplace learning includes a range of activities that employees need to take to master new skills needed to better perform their jobs. Examples of such activities are: searching for adequate resources relevant to the tasks, learning materials, applying new learning activities in collaboration with other colleagues, learners, and relevant experts. In the world of change, learning at the workplace is defined as an enterprise worth millions of dollars where employees learn new skills designed to help maintain the organization's competitiveness in a rising global economic environment (Sachanand, 2000). In the past few years, among employees, researchers and business policy makers, there has been an interest in increasing and facilitating workplace learning. Today there are many areas of research where the central interest is learning for time and at work. The concept of the "learning organization" is another example where the focus is set, although other concepts such as "lifelong learning" and "learning community" define the areas of research that contribute to the development of workplace learning as a separate field of research (Lee et al, 2008). Creating a learning climate and innovation within the organization provides incentives to acquire new experiences in the workforce, which leads to a change in traditional tasks and the elimination of boundaries at work itself (Rice, & Rice, 2008). These activities reflect on the activities undertaken at the workplace

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**VM Jensen**



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