

**TOWARDS A HOLISTIC TRANSFORMATION OF  
ORGANISATIONS INTO LEARNING WORKPLACES**

**Work Package:** 6

**Work Package Title:** Development of Employees: Positive Attitude towards Learning Workplaces and Transversal Skills' Training

**Activity Title:** 6.1 Development of an Attitude Test to Measure the Attitude Change of Employees as far as the Transformation of Organisations into Learning Workplaces is Concerned

**Coordinator:**

**MMC** Mediterranean  
Management Centre

**Partners:**



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# Introduction

This attitude test is a systematic means of testing employees' thoughts, ideas and attitudes towards the transformation of workplaces into Learning Workplaces. The aim of this test is to identify the extent to which employees believe that this transformation will contribute to their personal and professional development.

No prior knowledge is needed as the test measures innate ideas and existing attitudes.

“Adult learning in the workplace” is the learning that adults undertake while working or while being at the workplace. The skills and competences which they acquire may not necessarily be those needed for work. “Learning Workplaces” are the workplaces which facilitate this learning.

## A. DESCRIPTION OF THE COMPANY/ORGANISATION

1. Which of the following describes the industry in which the company/organisation that you work for is active? (Please tick the correct option)

<input type="checkbox"/>	A. Agriculture, Forestry and Fishing
<input type="checkbox"/>	B. Mining and Quarrying
<input type="checkbox"/>	C. Manufacturing
<input type="checkbox"/>	D. Electricity, Gas, Steam and Air Conditioning Supply
<input type="checkbox"/>	E. Water Supply; Sewerage, Waste Management and Remediation Activities
<input type="checkbox"/>	F. Construction
<input type="checkbox"/>	G. Wholesale and Retail Trade; Repair of Motor Vehicles and Motorcycles
<input type="checkbox"/>	H. Transportation and Storage
<input type="checkbox"/>	I. Accommodation and Food Service Activities
<input type="checkbox"/>	J. Information and Communication

<input type="checkbox"/>	K. Financial and Insurance Activities
<input type="checkbox"/>	L. Real Estate Activities
<input type="checkbox"/>	M. Professional, Scientific and Technical Activities
<input type="checkbox"/>	N. Administrative and Support Service Activities
<input type="checkbox"/>	O. Public Administration and Defence; Compulsory Social Security
<input type="checkbox"/>	P. Education
<input type="checkbox"/>	Q. Human Health and Social Work Activities
<input type="checkbox"/>	R. Arts, Entertainment and Recreation
<input type="checkbox"/>	S. Other Service Activities
<input type="checkbox"/>	T. Activities of Households as Employers; Undifferentiated Goods and Services Producing Activities of Households for Own Use
<input type="checkbox"/>	U. Activities of Extraterritorial Organisations and Bodies
<input type="checkbox"/>	V. Other (Please specify): .....

2. *Country:* .....

3. *Which of the following describes your role in the company/organisation?*

Team Leader

Scientific Staff

Administrator

Technical Staff

Other (Please specify): .....

## B. DEMOGRAPHICS

1. *Gender:*

- Male
- Female
- Other

2. *Age:*

- 20-34
- 35-44
- 45-54
- 55-64
- Over 64

3. *Educational status:*

- High School Graduate (Based on each country's educational system)
- College Graduate
- University Graduate (Bachelor's Degree Holder)
- University Graduate (Master's Degree Holder)
- University Graduate (PhD Holder)



None of the Above

4. *For how many years have you been working in the company/organisation (in the above-mentioned and other positions)?*

1-5 years

6-10 years

11-15 years

Over 15 years

5. *How many years of work experience do you have in general?*

1-5 years

6-10 years

11-15 years

Over 15 years

6. *What is the size of your company/organisation based on the number of employees?*

Micro-enterprise: Fewer than 10 persons employed

Small Enterprise: 10 to 49 persons employed

Medium-sized Enterprise: 50 to 249 persons employed

Large Enterprise: More than 249 persons employed

## C. INTRODUCTION TO LEARNING WORKPLACES (IMPACT)

1. What does "learning in the workplace" ***mean to you?***

.....

.....

.....

2. Do you think that there are benefits from learning in the workplace?

Yes  No

3. What do you think are the benefits of learning in the workplace?

.....

.....

.....

4. What are the disadvantages of learning in the workplace? (If any)

.....

.....

.....

5. To what degree do you agree with the following statements? (Please indicate your answer by circling: 1 = I strongly disagree, 2 = I disagree, 3 = Neither I agree nor I disagree, 4 = I agree, 5 = I strongly agree)

<b>The transformation of a workplace into a “Learning Workplace”:</b>						
		I Strongly Disagree	I Disagree	Neither I Agree Nor I Disagree	I Agree	I Strongly Agree
1.	Improves the performance of the company/organisation and/or the company/organisation’s department that I work for.	1	2	3	4	5
2.	Functions as a reward system for me.	1	2	3	4	5
3.	Functions as a motivation system for me.	1	2	3	4	5
4.	Affects my company/organisation’s profitability and results.	1	2	3	4	5
5.	Promotes my entrepreneurial mindset.	1	2	3	4	5
6.	Develops my ability to cope with issues or problems related to my job position.	1	2	3	4	5
7.	Is a waste of time for me.	1	2	3	4	5
8.	Works against my productivity.	1	2	3	4	5
9.	Makes me more engaged with my work.	1	2	3	4	5
10.	Enhances my soft skills.	1	2	3	4	5
11.	Enhances my hard skills.	1	2	3	4	5
12.	Improves collaboration with my colleagues.	1	2	3	4	5
13.	Improves collaboration with my supervisor/manager.	1	2	3	4	5
14.	Enhances my job performance.	1	2	3	4	5

15.	Contributes to my self-development.	1	2	3	4	5
16.	Promotes my interest in lifelong learning.	1	2	3	4	5

## D. ATTITUDES TOWARDS LEARNING WORKPLACES

1. To what degree do you agree with the following statements? (Please indicate your answer by circling: 1 = I strongly disagree, 2 = I disagree, 3 = Neither I agree nor I disagree, 4 = I agree, 5 = I strongly agree).

		I Strongly Disagree	I Disagree	Neither I Agree Nor I Disagree	I Agree	I Strongly Agree
1.	I enjoy working for a company/an organisation with a learning system in place.	1	2	3	4	5
2.	I am willing to support the change of culture within the company/organisation that I work for, in order to promote a learning culture.					
3.	The use of an incentive system in the company/organisation that I work for would motivate me to participate in learning activities.	1	2	3	4	5
4.	I would enjoy participating in different tasks (including new tasks) within the company/organisation that I work for, for the benefit of my <i>personal learning</i> (even if this may have some negative effects on my productivity in the short run).	1	2	3	4	5
5.	I would enjoy participating in different tasks (including new tasks) within the company/organisation that I work for, for the benefit of <i>collective learning</i> (even if this may have some negative effects on my productivity in the short run).	1	2	3	4	5
6.	I am motivated to participate in skills' development opportunities within the company/organisation that I work for, through formal, non-formal and informal learning.	1	2	3	4	5
7.	I would like my career development to be connected to formal, non-formal and informal learning (including its validation).	1	2	3	4	5
8.	It is important for my career development that I get informed by the company/organisation that I work	1	2	3	4	5

		I Strongly Disagree	I Disagree	Neither I Agree Nor I Disagree	I Agree	I Strongly Agree
	for on forthcoming changes in the labour market and on new required skills.					
9.	I would like to work for a company/an organisation in which my learning pathway will be monitored and evaluated.	1	2	3	4	5
10.	I would like to receive guidance and coaching from the company/organisation that I work for, related to my learning pathway.	1	2	3	4	5
11.	I am interested in participating in the process of transformation of the company/organisation that I work for into a Learning Workplace as a coach or trainer.	1	2	3	4	5
12.	I would like my prior learning as well as my learning in the workplace to be validated.	1	2	3	4	5
13.	I believe that good cooperation between employees and employers will improve the quality and impact of the workplace learning system.	1	2	3	4	5
14.	I believe that I have an important role to play in the design, development and implementation of effective workplace learning.	1	2	3	4	5
15.	I believe that effective promotion of the learning system in the company/organisation that I work for will engage me more in participating in the learning process.	1	2	3	4	5
16.	I would be more open to a learning approach based on solving work-related and life-related challenges than to a learning approach based on facing the lack of basic skills.	1	2	3	4	5
17.	I believe that co-funded learning programmes will ensure the sustainability of learning in the company/organisation that I work for.	1	2	3	4	5
18.	I would like to receive customised learning based on my type of learner.	1	2	3	4	5

		I Strongly Disagree	I Disagree	Neither I Agree Nor I Disagree	I Agree	I Strongly Agree
19.	I would like to receive learning in accordance with my own learning needs and motives.	1	2	3	4	5
20.	I believe that different learning formats, such as face-to-face learning, e-learning and blended learning, will enhance the learning process in the company/organisation that I work for.	1	2	3	4	5
21.	I believe that analysis of my learning needs is necessary to ensure that the provided learning works towards meeting the goals set by the company/organisation that I work for and towards resolving any problems that I face at work.	2	3	4	5	
22.	I would like to participate in activities related to the evaluation of the different dimensions of the learning practices in the company/organisation that I work for (such as the environment, the trainer, the content etc.) regarding both the type of the provided learning (formal, non-formal and informal) and the type of the learning activities.	1	2	3	4	5
23.	I am willing to participate in the monitoring of the relevance and effectiveness of the learning system in the company/organisation that I work for and to identify opportunities for changes and improvements.	1	2	3	4	5
24.	I believe that effective workplace learning is as important as formal learning, i.e. acquisition of a formal qualification.	1	2	3	4	5
25.	I believe that all companies/organisations have the potential to get transformed into Learning Workplaces.	1	2	3	4	5

## E. CHALLENGES ADDRESSED THROUGH WORKPLACE LEARNING

1. To what degree do you believe that, after engaging in learning in the workplace, you will be in a position to face the following **challenges** in the workplace? (Please indicate your answer by circling: 1 = Very Low, 2 = Low, 3 = Moderate, 4 = High, 5 = Very High).

	Very Low	Low	Moderate	High	Very High
Communication	1	2	3	4	5
Collaboration	1	2	3	4	5
Behaviour	1	2	3	4	5
Performance	1	2	3	4	5
Motivation	1	2	3	4	5
Feedback	1	2	3	4	5
Diversity	1	2	3	4	5
Other (Please specify): .....					



## F. GLOSSARY<sup>1</sup>

### **Formal Adult Learning in the Workplace**

Learning that occurs in an organised and structured environment and is explicitly designated as learning (in terms of objectives, time, or resources) and leads to a formal qualification (or part-qualification). This kind of learning might take place within a VET/apprenticeship-type programme (including at higher levels) or in short cycle higher education programmes.

### **Non-Formal Adult Learning in the Workplace**

Learning that occurs in an organised and structured environment and is explicitly designated as learning (in terms of objectives, time, or resources), but does not lead to a formal qualification. This kind of learning might, for instance, be employer-based training or courses, self-study, or job-shadowing.

### **Informal Adult Learning in the Workplace**

Learning that results from daily activities at the workplace which are not specially organised or structured; it does not lead to a formal qualification. This kind of learning might include peer learning, exchanges with colleagues, or learning by doing.

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<sup>1</sup> European Commission. Directorate-General for Employment, Social Affairs and Inclusion. (2018). Promoting adult learning in the workplace: final report of the ET 2020 Working Group 2016-2018 on Adult Learning.

## CHECKLIST

Before submitting this output, please make sure that the following tasks have been completed:

- The Table of Contents has been updated.
- Captions have been used for all tables.
- The Repeat Header Row function has been used for all tables.
- The List of Tables has been updated.
- Captions have been used for all figures.
- The List of Figures has been updated.
- The Footer is complete.