Research on the participation of open and distance education in organization learning ※

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Abstract: with economic globalization , Rapid development of information technology and social culture , Lifelong learning and learning organizations are increasingly affected by attach to . The idea of lifelong learning and the construction of learning organizations create a good environment for organizational learning, participate in organization learning and learning Organization construction , It is of great significance to the sustainable development of distance open education . But remote Open education has also faced problems and hurdles in participating organizations that have been taught in the , need to cooperate with industry ,Enterprise Depth , Form Strategic partnership , Work with people culture mode , Co-develop course resources , build faculty, and so on to implement .

Keywords : Lifelong Learning ; Learning Organization ; Organization Learning ; Remote Open Education

with the development of social economy and the adjustment of industrial structure , Our country to employee quality , higher level of public education required , workers to adapt to the needs of social development , need to keep learning and update knowledge . with the popularization of the Internet and the wide application of information technology in education widely used , People's Learning environment , Learning content and learning styles Has undergone profound changes , one of them is that people learn more and more render out " lifetime " "" and " " Personalize Characteristics of the . from industry enterprise Show Situation , Create learning organization activities in full swing , Europe Many large companies adopt a learning organization , Our country also appeared a Batch is being created " Learning organization " The Enterprise . so ,Lifelong Learning and learning organization building is increasingly valued by all sectors of society , and creates a good environment for organization Learning . Remote Open Education How to: to Locate their own direction , to accurately grasp the needs of industry enterprises seek , Seizing opportunity for organizational learning , gain a sustainable competitive advantage , is A problem worth studying .

1. Socio-economic development requires organizations to strengthen learning

(a) Lifelong Learning promotes organizational learning from Ed • to 1972 first proposed lifelong learning concept since, Academic statement not one , but close . 1995year , o

The union has published a copy of the Learning Society White paper for , its contents Highlighting because of the information society , Economic internationalization and technological knowledge of the red Click , People need to rely on lifelong learning to successfully conform to society . Change , the primary goal and core content of lifelong learning is to provide a good knowledge base and extensive working ability for all learners of the. . [1] man's life , most critical and golden period is from work to retirement ,this A stage creates the most value for the organization and society , for most people and statement , The most critical and valuable period of lifelong learning is in organization work learning , the time it has been invested , Maximum Energy and resources , organization Learning is the most important part of lifelong learning .

(b) Learning Organizations emphasize organizational learning

Learning Organization The concept was first created by the founder of system Dynamics The Buddha 's best ' (Jay Forrester) professor on 1965 Year in the " Enterprise's new " Count "" first proposed , Later his student Peter . St. Regis (Peter M.. Senge) Dr. on fifth Practice : The art and practice of learning organizations defines a learning organization

as : by developing an entire organization's learning climate , To give full play to the creative thinking ability of employees set up a an organic , highly flexible ,flattened , Humane , Persistent send Exhibition organization . Learning organization should include five elements : Building a common vision ,

Team Learning , Change mental mode , Self-transcendence and system thinking . [2] Walt Gold (K. Watkins) (. Marsick) thinking : " Learning organization is the organization that changes the organization itself by continuing to learn . Learning in a person, the community ,, or organization- Interacting community produces . Learn the process of being sustainable and strategically applied , and can be unified to work or progress at the same time . "[3]

from the above scholar's point of view, you can see that , Learning organizations emphasize the holding of Continue learning and Team learning . because the organization is composed of individuals , Personal learning is the basis for organizational learning , But even if everyone in your organization is learning learning , Its validity is not guaranteed , Individuals learn in the organization team will be richer , full , Valid and useful , To produce greater than in the organization The overall learning effect of the individual's learning .

(c) Excellent organization is always learning founder of learning theory Chris • Aguilis (Chris argyris) indicates that : Organizational learning is a kind of that all organizations should cultivate skills . Good organizations are always learning how to better test and correct errors in the organization , and explore when they can detect and correct the error . same , Organization learning more effective , The more The organization is, the more it can continue innovate and discover the obstacles to innovation . "[4] " The current humanity is in Knowledge Economic Times , Education will be the core of the knowledge-based economy , While learning is personal and organizational progress Tools . learning process is not limited to formal education , and is about learning from work in a knowledge-based economy . The organization is facing a need for to develop into a learning organization , constantly adjust the to accommodate new technologies Administrative mode , organizational structure and skills . [5]

2. the necessity and feasibility of participating in organization learning by remote Open education

(a) remote Open education faces severe challenges View from external market competition , due to general higher education Continuation Enrollment , All kinds of adult higher education everywhere , caused a remote Open Education source shrink , quality of students dropped . with only + multiple people Port of Xiamen example ,year year-end , Xiamen Common Higher education institutions , Adult education institution 137 , The main types of adult higher education are Self - , Adult and network education . in our country , either educated person , or socially employing units , generally advocates " authentic ", Love face Sub. subject to "" and "excellent " " " Impact of traditional ideas , not only for people to learn calendar , and focus on the choice of education . [6 compared to general higher education , consists of the for historical and realistic reasons , Remote Open education has long been education " Supplemental Education " in the form of , socially to open distance education The approval for is not high . so ,Remote Open Education in academic education

development faces great challenges and bottlenecks .

(b) Organizational Learning Market contains great opportunities

18 of the party's proposal to actively develop continuing education , Enforce Careers training , Promoting employment and entrepreneurship of workers ; State Department about speeding up The decision to develop modern vocational education "" put forward to establish the benefit of all labor " Flexible learning system for vocational education and training " , Universal service Learning , Lifelong Learning , Promoting learning Society construction ; National long-term education reform and development Roadmap (2010-2020 Year (explicitly propose to build Lifelong Learning " overpass ", These favorable policies for practitioners training and Organizational learning offers a very advantageous time . in the future , Our country Adjustment of industrial structure must be based on skill training ,

promoting talent knot The construct is compatible with economic development . based on forecast , Our Future practitioners Training needs are very large , only 2011-2020 year , High School degree The average number of requirements for continuing education and training per year are 2 First 6 [[] the continuing education and skills training for low school educated migrant workers also has a "" Greater potential , about Xiamen total population will be near 50% The relevant part is migrant workers , and 62.9% migrant Workers no specialIndustry Technology Certificate , Xiamen migrant workers only 27.6% people have participated in regular Vocational skills training . [7

(c) The flexibility of remote Open education provides for organizational learning Benefit and Power

employees in the organization are adults , Its learning needs are driven primarily by promotion from workplace employment and competitiveness , typically embodied in employee Increase your qualifications and ability to work . Future remote opening education Coping with the challenge of traditional higher education , the is about breaking through the traditional Diploma and non-academic education (skills and abilities)) " dual " mechanism , Solid now reconcile , learners ' different types of learning results through accumulation with conversion , You can get the appropriate course certificate , Professional credentials, and Diploma , etc. , Achieve mutual recognition and convergence of learning outcomes , To Improve learning Learner's enthusiasm . so , Remote Open Education financing education and non- Flexible mechanism for academic education , provides a convenience and power , can become an organizational learning " infrastructure " one .

(d) Organization Learning mechanism for Remote Open Education participation organization

Learn

in Enterprise , Organization Learning mechanisms abound , Many excellent public The Division has established a comprehensive organizational learning mechanism . Some enterprises also established a the Enterprise University , Building Unique or industry-specific courses for this enterprise Department , enable E-learning system ,developing remote learning , Building internal lecturer measures such as System , Enable employees to systematically learn about industry posts knowledge and expertise ,Improving employees ' knowledge and skills . corresponding to on , has this organizational traction and propulsion , employee knowledge skills and abilities are promoted quickly . [8 because of the infinite potential of distance education , Some enterprises have also been actively involved in distance education , except for the High Court outside of the network course provided by the school , E Commercial flows have taken the remote education concept into education training field . Major Enterprises startEmployee Professional training through network platform , even provides individual growth off course . For example Taiwan's unified super merchants and family convenience stores have been benefits with e Tool Set up a digital learning Web site , construct the with a learning organization concept , offering stores in the diasporaEnterprise Operations Training Sessions pass to improve employee performance , increase interaction between employees , and at any time understand policy direction for Headquarters . [9]

(e) The development of information technology facilitates the participation of remote Open education organize learning

The Information Technology Society is the main feature of our society at present , through the Information Technology way to learn with anyone , any time , anyLocations and many other advantages , and save money , So this way will be Future main learning styles . in particular , information technology-based learning The method greatly improves employee learning coverage , So information technology The development of offers convenience and opportunity for organizational learning . for most companies industry , can be implemented by using information technology , enforcing internal dominance in the enterprise Management and sharing of knowledge ,promoting employees working together , with information Help for technical or information systems , Change how employees work , view Read , Increase productivity . currently in remote Open education , Network and platform has become a very important information carrier and teaching method , online Teaching is the direction of the reform of the teaching model of distance open education .

3. The advantages of distance open education participating in

organizational learning and the

Obstacles

3.1 The advantages of distance open education participating in organizational learning

3.1.1 Advantages of remote-running network Systems

is currently , Remote Open Education Network has three-dimensional coverage of the national Urban and rural , in country formed by Central TV University , provincial rtvu , 933 City-level rtvu and 1829 of the county-level RTVU workstation Overall planning , Rating School , Hierarchical, full-featured remote office Learning Network system . This kind of grass-roots with " skynet ," net , net " three Net-integrated remote school system more adaptable to local markets and groups requirements for weaving , with greater adaptability and flexibility . at the same time , this A unique system running advantages can set the power of the whole system to develop high-quality Remote Open Education resource , through TV Online network platform and national office Learning Network , Send quality remote Open education resources and services to the grassroots and Individual Organizations .

3.1.2 Advantages of information and network education technology

Distance open education versus general higher education , in information and network The advantages of the education technology are very obvious . current , national TV set has been completed tvu Online Resource Platform , Central TV University , East China rtvu , West District RTVU Resource Building collaboration platform , Modern distance education resource pool Clear Division of work, The teaching resource platform of distance education with mutual cooperation . [one] far Open education has always been guided by the tracking of advanced information Technology , Its technical support braces are computer technology , Software Technology , Modern network communication technology based on .

3.1.3 The advantage of being familiar with the features of on-the-job learning

The majority of students from remote Open education are from enterprises and institutions of the Active employee , After years of running practice , Remote Open education has holes notes the characteristics of on-the-job learning , Understanding Students ' actual learning needs , teaching mode to better balance student's " " Engineering Paradox . in the Learning group fabric construction , can provide more appropriate educational products for organizational learning , to Employees provide more intimate distance education support Services .

3.2 Distance Open education barriers to participation in organizational learning

3.2.1 Talent Training mode issues

Open and distance education existing talent training model not fully fit group weaving grass-roots practitioners lifelong Learning needs , Remote Open Education to participate in Organization Learning , must take into account the needs of industry enterprises , on this basis Build a model of talent training that embodies lifelong learning concepts . and set up in three more than 10 years ' long-distance open education in the history of running a TV University , i straight to compensate for education mainly , so its existing talent training mode with There is no big difference between general and full-time education , failed to show on-the-job learning features , Not to mention the on-the-job learning of business practitioners in different industries The different features of the acquisition are . and there are problems with the Professional and course system settings for , Skill-specific skills to develop employee's hands-on ability spent , Lack of practical teaching system to adapt to industry enterprise development .

3.2.2 Teaching Quality evaluation issues

evaluation criteria and evaluation of the current teaching quality of distance open education In the same way as normal higher education , not fully reflect adult learningfeatures , This is not conducive to evaluating organizational learning effects . remote Open teachings Education to participate in organizational learning must establish a new quality evaluation standard , to make sense of the The Quality and ability of the enterprises in the CHU industry , Explore in line with industry Training requirements and quality evaluation of remote continuing education with industry characteristics Standards and evaluation system .

3.2.3 Faculty Building issues

Remote Open education though it has a huge faculty. , but The structure of the Original teaching staff is clearly inconsistent with the requirements for organizational learning , "" Double-type Teachers lack . Most full-time teachers do not have an enterprise related work experience , rarely participates in a business because it is busy teaching . Practice , Weak application and hands-on ability , play a limited role in participating in the organization Learning .

4. specific measures for the participation of remote open education in organizational learning

4.1 Work with industry enterprises to develop a talent training model

Remote Open education should be tailored to the characteristics of industry enterprises , and Industry Industry formation Strategic Partnership , Explore School-level cooperation , order culture Talent Training mode , Jointly create a number with industry-specific features education system . Education and training programs not only with the needs of the learner combined with , also with the Learning organization Construction and Unit development Planning Phase combine . Learning Organization requires unit leadership , team and personal three levels The faces a high value for , especially at the organizational level Mark , Organizational learning can really drive organizational change and personal hair show , So it is a system engineering . Remote Open education only according to Nature of Industry enterprise Development , features and talent requirements , with industry Enterprises work together to develop targeted and systematic educational development plans , to become an important carrier of industry enterprise Learning , This is very important for remote open teaching The development of breeding is very significant , otherwise , close to the industry enterprise is difficult to develop in the .

4.2 develop courses and through schools and industry enterprises

Textbooks

Distance Open education to work with industry enterprises , To develop a set of courses and materials for industry enterprise actual requirements , for learners to resolvequestions and contexts provide appropriate teaching items , to fire The interest and motivation of learners to learn . because industry enterprises know more about the job skills requirements for each post in the , work with them to develop course labels ,, Course contents , Syllabus and textbook , To ensure course content to from Job content ,to Foster the high technology that industry needs talent . When working with industry enterprises , Distance Open Education course reform and teaching material construction should combine engineering with the breakthrough , Reasonable Introduction Enterprise Trade Course Resources , Take a typical task module-oriented coursereform , Redesign The course structure according to actual job capabilities , effectively integrate teaching content , with real tasks , project , case , Position Karma for teaching reform and innovation .

4.3 establish educational quality standards that meet industry needs

Remote Open Education to participate in organizational learning , must establish industry-compliant Education Quality standards for enterprise requirements , This is a need to start with the course system , teach Learn content to teaching mode , then to educational quality evaluation standard and evaluation method change , set up School , Industry Enterprise , Social three phases Combining evaluation , Monitoring mechanism . Establish employer satisfaction first quality measure , Explore quality evaluation of distance continuing education in line with industry enterprise characteristics Standard and evaluation system , based on training on the performance of industry enterprises A good influence to monitor quality of education , Focus on training content and industry companies Industry features combination , Combining classroom teaching with practical teaching .

4.4 Building a Distance education service system with information technology

Building Learning organization under the concept of lifelong learning , The learning of practitioners
Acquisition requirements and industry enterprise education needs are evolving and rendering trend of diversity ,

The industry enterprise's own training system is to meet the This requirement and adaptation is far from enough . better address this problem by relying on information technology to build remote education Education Public service . of course , The current public service system is also very difficult to adapt to industry needs and its changes , so , How to pass the digital hand Paragraph and modern information technology , set up to meet industry education needs and distance-learning public services for the needs of practitioners , Consolidate each Quality Education Teaching Resources , include in learners using these teachings to provide support services during resource learning , These are all Important topics for . ⑩

4.5 Build with industry enterprises Enterprise Class

Enterprise Class is to place the teaching site on the enterprise site , in remote under the common guidance of open education full-time teachers and enterprise Instructors , will be special The industry must have a theoretical base that is closely linked to enterprise production practices , Consolidate use of school-enterprise teaching resources , co-nurture industry enterprise needs applied Talent . A dedicated teacher for remote Open education for " Enterprise " Don "" Professional theory Teachers and cultural instructors , companies send professionals and craftsmen specifically tutor students in production practices . by setting " Enterprise " Don , Both sides of the school can achieve the goal of total win , in talent training , teacher the benefits of development ,, employee training, and so on can be benefited . Special for Open educationTeachers Learn more about specific industries , the operating mechanisms and laws of the enterprise , Palm grip Industry Enterprise's skills , dramatically improve its actualCheck , And the enterprise will get the applied talents it needs. , simultaneous Employee Training will also work better . so , " Enterprise class " can effectively address the weak practice of teaching staff in remote Open education and the do not understand industry enterprise's disadvantage , make open distance education truly integrated go to organization learning .

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