

Training and Development
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Module - 04
Lecture - 16
Concept, Types and Importance of Learning

Welcome to lecture 16, this is the first lecture in module 4. In the previous module we discussed about training need assessment, why training need assessment is important, how do you identify performance deficiency and also, we discussed about various techniques and method in which we can do training need assessment and also in the last lecture we also discussed about a competency model building, how do you identify competencies required for job role. So, that it is essentially going to help you to identify what type of a knowledge skill and abilities my employee is needing.

Now, having identifying the training need now we are going to learn about transfer of training here we have to understand when we say training essentially, what does it do? A training essentially making my employees to learn; learn maybe an improve their knowledge enhance their knowledge or learn a new skill or upgrade their existing skill or also looking at you know improve their ability. So, the training essentially involves lot of components of learning and to understand how do we translate the learning component into the actual practice the transfer training is very important.

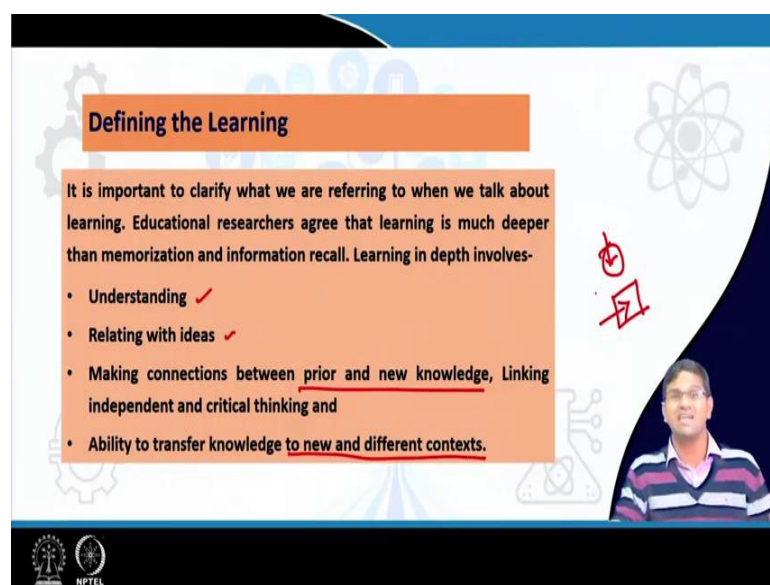
So, we need to understand the concept of learning why learning, what is the significance of learning and also some of the theories behind the concept of learning so, that we will be able to conduct a proper training, come up with a proper resource for the participants of the training programme. So, essentially in this model we are going to look at it the first two lectures we are going to essentially focus on understanding the concept of learning theories behind the learning drawing from that we are going to talk about a transfer of training ok.

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So, what are going to discuss today. We are going to discuss on the concept types and importance of learning as I said yes, learning becomes a premise for transfer of training ok.

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So, what is learning? When we say the moment, we wanted to understand the concept of learning it is important that we have to have a better understanding or idea about what are we saying about a learning. So, the generally the scholars they say that learning is much deeper than just memorizing or information recall.

So, when the moment we say learning what we do; we quickly jump on to you know storing the information and recalling the information. So, whereas, the learning is beyond the learning involves understanding the concept whatever we are learning and relating the ideas; so, what we have been learning, are we able to relate with what we are learning probably about some theory or maybe some technique or a tool how are we going to relate these ideas and make connections between the prior and a new knowledge.

So, we already have something some basis already everybody has built with some basic foundational knowledge on any concept or any workplace any of the tool or a technique or a software whatever you talk about you already have some basis on it or some foundations or maybe you will be maybe at the beginner level or maybe at the you know middle level or maybe you have an already have an enough knowledge, but you are going to add to the existing knowledge.

Now, the learning also trying to make connection between the prior and a new knowledge and linking the independent and critical thinking and also it you know ability to transfer the knowledge to new and a different context see for example, I am learning a context. So, let us say I have learnt a coding; now, I learnt a coding now how do I apply the I learnt the coding to a different context maybe for example, bio research or probably use the coding for other domains where I can essentially use it.

The learning also talks you to tell you that; yes, are you in a position to apply the knowledge you try you know learnt in different concepts in a new environment. For example, you are already in one environment here you are already there now you learned something can you apply the learning in an absolutely a new environment. So, that is what the learning is talking about that is what learning is not just simply a memorization or storing of information and recalling of the information which is beyond ok.

So, this gives you a fair idea about what are we talking about a learning because the training essentially is going to make my employees learn. If you look at a most organizations earlier, they used of training and development is still many organizations has a division called training and development. Now, if you look at organizations are turning making it as a learning and development because they say learning is much deeper as well ok.

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The slide features a blue header with the title "Defining Learning" in white text. Below the title, there are two orange text boxes. The first box contains the text: "Learning is not something done to students/learners, but rather something students/learners themselves do. It is the direct result of how students/learners interpret and respond to their experiences." The second box contains: "Learning is 'A process that leads to change, which occurs as a result of experience and increases the potential for improved performance and future learning' (Ambrose et al, 2010)". To the right of the second box, there is a handwritten red formula $\frac{\Delta I}{I}$. In the bottom right corner, a small video inset shows a man in a striped shirt speaking. The background of the slide is white with faint icons of gears, a lightbulb, a brain, and a chemical flask. At the bottom left, there are logos for NPTEL and other institutions.

So, now you know let us also understand the definition of the learning. Learning is not something done or a provider to the students or a learner, but rather it is something students and learners themselves do which essentially as it was said are you able to take the inputs, are you able to relate, are you able to use it in a new different context or an environment because it is a direct result of how students and learners interpret and respond to their experience this is how the learning we are defining.

So, the Ambrose and their colleagues they defined learning is a process that essentially leads to a change which occur as a result of an experience and increases the potential for improved performance and future learning. So, we are always looking at learning aims at making change and it tries to improve your existing performance and also for a future learning; are you ready for future learning and you have to whenever we say learning let us say we are in this stage the learning has to take you to the next level. So, first level to the second level.

So, the learning aims to make an improved performance from the current position whatever the knowledge or a skill you have ok.

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The slide is titled "Different Types of Learning" in an orange box at the top. Below the title, it states "There are four types of learning" and lists them in a bulleted format, each underlined in red:

- Visual learning by watching and attention
- Auditory learning by listening and speaking
- Haptic learning by touching and feeling
- Linguistic Learning by reading and writing

The slide features a background with various icons: gears, a lightbulb, a brain, a microscope, and a person. In the bottom right corner, there is a small video inset of a man in a striped shirt. The NPTEL logo is visible in the bottom left corner.

Now, so, what are the different types of learning available we are trying to you know classify in a very broad perspective. Visual learning which essentially happens through watching and paying attention to the visual cues or maybe video audio visual we will look at it what is that visual learning is all about. Then auditory learning which is essentially happens this learning happens by listening and speaking ok.

Then haptic learning which is through a feeling by touching meaning that you are going to experience it probably through simulations or you know hands and practices that is what we are trying to talk about haptic learning which are essentially through touching and feeling we are talking about experiencing the similar situations or instances through that you are going to learn and you will be able to replicate or repeat those learning in your workplace on a new context you are going to be get exposed to.

Then the linguistic learning which essentially happens through reading and writing; we know people used to read books or you know manuals to how to operate a machinery, how to run a code ah, there are you know text books which are available which are going to help people to learn a new concept to learn new things which is again another type of a learning.

So, these are the broad way of you know classifying the type of learning occur in any context it can be a training or it can be in individual perspective also the learning

essentially happens in these four possible types of learning are mostly seen in any context ok.

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Different Types of Learning

➤ **Visual learning by watching and attention**

In this type of learning, learner observes things. They connect well with images, pictures, objects, and other visual aids. This helps them to retain things better.

The trainer generally, use animations, demonstrations, and likewise to ensure effective learning for these types of learning in training.

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Now, let us see what is this visual learning. As I said, visual learning is where the learners observe things they connect either with an images or objects or pictures or audio visual aids where we see video is being played, this helps them to retain things better and they might also easily connect with things and you know this will be very appealing and attracting to them to see maybe for example, some of us even experience maybe if you are attended trainings or even the students who go through the classes the one way lecture may be very monologue and we really not so, excited about that learning concept.

When you have a visual component of it that actually creates more interest and you will pay more attention and you will be able to connect with those happenings now which through the video or audio or video visual aids or objects and pictures and images.

So, what the trainer generally does they use animations, demonstrations likewise to ensure effective learning for the learners that is very important why do they use this video as a medium to train individuals or employees is that yes, it is going to have a different involvement or more engagement from the trainers' trainees where they participate, they involve then they try to learn the concept and relate to the concept ok.

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Different Types of Learning

➤ **Auditory learning by listening and speaking**

These types of learnings are vocal and often, learners are not shy to express themselves. Learners love to listen to lectures & they participate in discussions and debates to understand the concept in a better manner.

It is hard to get these types of learners to stop talking and that's why you, trainers always try to make them involve in the class using questions and answers, seminars, etc.

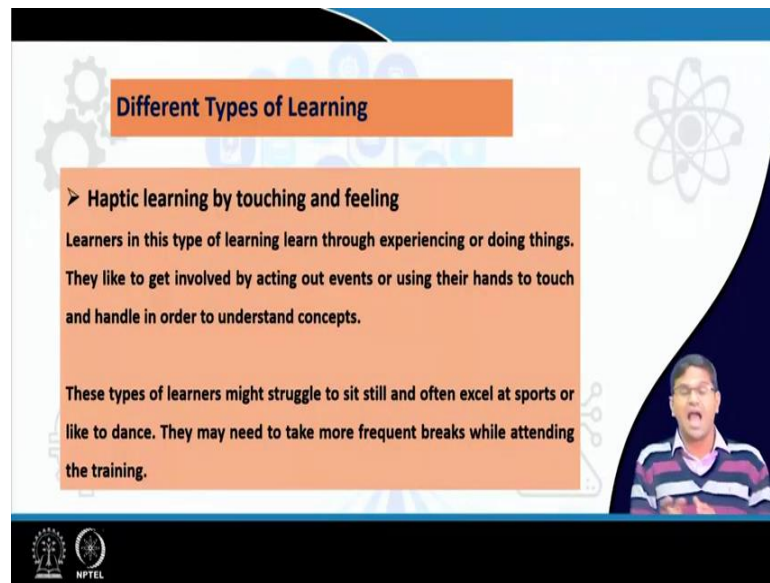
The slide features a blue header, an orange title box, and a large orange text box. A small inset photo of a man in a striped shirt is visible in the bottom right corner of the slide area. The NPTEL logo is at the bottom left.

Now, auditory learning which are most occurring even where the learners do not just you know get bored of it, but many people love to listen to lectures they participate in discussions, they debate, they discuss, ask questions, they engage in brainstorming sessions they will have lot of doubts that through this auditory learning wherein there is an opportunity for them to listen to the lectures, attend lectures from the people who are expert in the field a particular field where they wanted to learn a new concept or a tool or a knowledge and they will also engage actively in discussions and debates and clarify their doubts.

Because it is hard to get this type of learners to stop talking or that is why because when you talk about you know the discussion phase where people use to ask questions in the class rooms you know then through this question-and-answer clarifications they get more clarity about whatever they wanted to learn.

Essentially, if you look at you know many organizations which conducts training programmes through either by an expert or by the internal resources of an organizations where we you see that there are lecture based training the lecture based training essentially helps people to interact with the expert and ask their questions or a doubts whatever they have on the particular concept or the particular tool which they wanted to learn which gives them more avenues for clarifying their doubts and this going to help them to increase their knowledge skills and abilities ok.

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The slide is titled "Different Types of Learning" in an orange box. Below the title, there is a section for "Haptic learning by touching and feeling" with a right-pointing arrow. The text describes that learners in this type learn through experiencing or doing things, they like to get involved by acting out events or using their hands to touch and handle in order to understand concepts. It also notes that these learners might struggle to sit still and often excel at sports or like to dance, and they may need more frequent breaks while attending training. In the bottom right corner, there is a small video inset showing a man with glasses and a striped shirt speaking. The slide also features decorative elements like gears and an atom symbol, and the NPTEL logo at the bottom left.

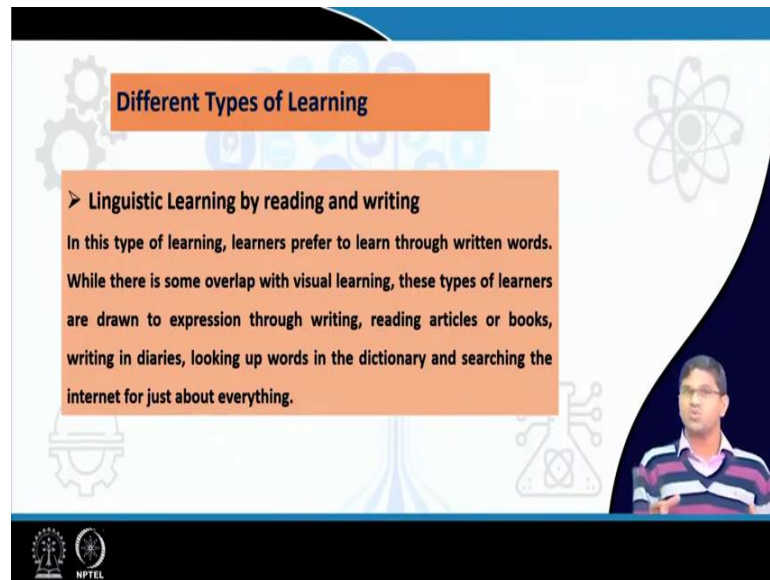
Then the next one is haptic learning which I was already saying which occurs essentially by touching and feeling which, we are referring to is the learners learn through experiencing or doing things which how we are saying; we the training happens essentially where the trainees are put in a similar incident incidence or the situations or a workplace context or through a simulation where you will be able to you know experience it by participating in that kind of a training programme.

For example, hands on training we would have some of you would have even attended all of us have would have had some exposure to the hands-on training for example, somebody want to be trained on tool or somebody want to be trained on software testing, somebody want to be trained on how to operate a machinery.

So, in this if I can just keep it as a video or if I just keep it as an auditory what will happen the confidence level of the learners will be relatively lower or the possibility of making errors or becoming an expert in performing the particular task of either writing a code or software testing or even operating a machinery will be much lower than compared to giving them an opportunity to experience it, right. So, this will provide them more opportunity to get acquainted with what are they going to be exposed to right. So, this is a way where you know the learning will happen.

So, many organizations now use on the job training then and also simulation-based training where it is ideally giving a scenario like how you will be exposed to situations in your work places ok.

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The slide features a title 'Different Types of Learning' in an orange box. Below it, a larger orange box contains the text: 'Linguistic Learning by reading and writing. In this type of learning, learners prefer to learn through written words. While there is some overlap with visual learning, these types of learners are drawn to expression through writing, reading articles or books, writing in diaries, looking up words in the dictionary and searching the internet for just about everything.' The slide also includes a small video inset of a man in a striped shirt and various icons like gears, a brain, and a chemical structure. The NPTEL logo is visible in the bottom left corner.

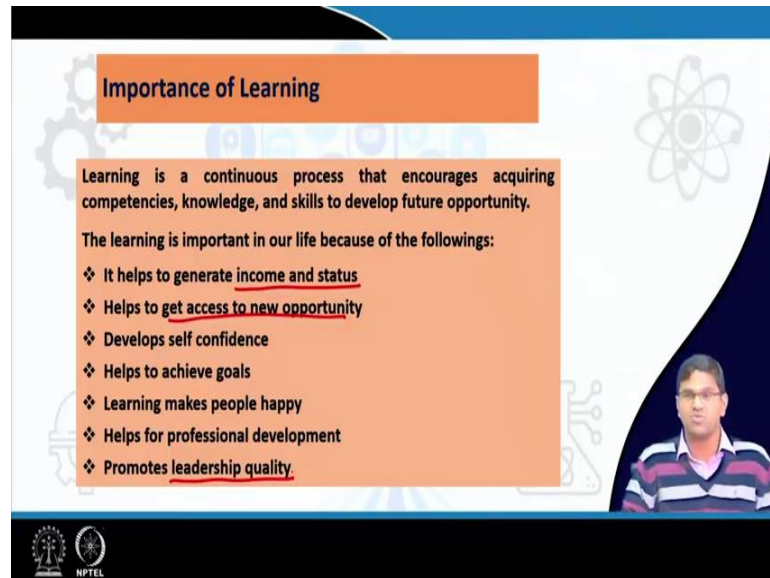
Then the next learning which is about a linguistic learning where it essentially happens by reading and writing where the learners prefer to learn through reading text books well there is some overlap with the visual learning people might also used to have the combination of this linguistic as well as the visual where you have a text book and there are also some video available for you to go see.

And they always you know read through research articles books or you know workplace diaries and through this the learners used to learn things if you look at you know there are many manuals which are available for example, people who are already working in a company or students who are going to join a company we always see there are workplace handbooks are available. So, handbooks provides the necessary information maybe with respect to specific machinery maybe with respect to a specific set of jobs how do you run this, how do you do this.

Beyond this, if you look at you know people also read research articles or other manuals which are available to learn about how to do this job, how to perform well the blogs are available people use to read and they also learn. So, these are the broad types of learning

which essentially happens in any sphere either it is a workplace or you know you know at an individual interested learning things ok.

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Importance of Learning

Learning is a continuous process that encourages acquiring competencies, knowledge, and skills to develop future opportunity.

The learning is important in our life because of the followings:

- ❖ It helps to generate income and status
- ❖ Helps to get access to new opportunity
- ❖ Develops self confidence
- ❖ Helps to achieve goals
- ❖ Learning makes people happy
- ❖ Helps for professional development
- ❖ Promotes leadership quality.

The slide features a blue header, an orange title box, and a list of seven points with diamond icons. A small inset photo of a man is visible in the bottom right corner of the slide content area. The NPTEL logo is at the bottom left.

Now, why learning is important? Learning is always a continuous process it encourages you to enhance your competency knowledge and skills to develop a future opportunity because why do we learn learning is because we never reach a state that you know you do not need to learn right. So, things are developing things are changing or otherwise you need to equip yourself. So, learning is a continuous process. So, that you will be able to keep improving your knowledge competencies.

So, the learning is important because it generates if you look at you know this also meet some of their basic needs of a life for example, it helps you to generate income and status people who are learning continuous to learn you will have a better opportunities better positions which eventually will be translated in a way of you know remunerations you will have a better pay cheques at your hand and also a status as your learning increases, your knowledge level increases you will have a reputation in the society or reputation in a particular industry or a company even among the team you work with.

We always see that even a set of groups of students or a group of employees we always find somebody who is knowledgeable more knowledgeable have a higher status people always look up to those people to have any suggestions if they you know going through any problem, they always look up to those people who have better information or a

knowledge on those they have a higher status. So, learning is definitely going to help in terms of income and also build status.

Then it will also get access to a new opportunity; yes. When you learn you are getting a new opportunity you will be learning a new skill or a new tool and it gives you opens up a platter of opportunity that; yes, you can expose yourself to a new sphere wherein you never been earlier ok.

It also develops self confidence we will see in detail and it helps to achieve goals yes learning also helps how in case you are having any deficiency maybe attributed towards your lack of skill or a lack of knowledge on performing the particular job by way of learning through learning you will be able to improve your current position and you will be able to you know achieve your goals in a much better way than what you were.

And it you know, it also helps make people happy because you as you learn you improve and you will also feel contented about what you are learning and it also helps for a professional development; yes of course, it are directed towards the professional development it gives you more opportunity to become a leader manager in an organizations and it also promotes leadership quality of the individuals as the learning grows up and there is more opportunity for you to build this leadership quality ok.

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Importance of Learning

It helps to generate income and status:

The learners are motivated because it is a sure way to grow individual's income and status and improve the standard of life. It is learning that helps to acquire knowledge and skill of individual that can enhance his/her potential in the job so as to enhance the social status."

Team
↓
↓
✓ Enhance
✓ Decision

The slide features a blue header with the title 'Importance of Learning'. Below the title is an orange box containing the text 'It helps to generate income and status:'. A larger orange box below that contains a paragraph about learning's benefits, with 'standard of life' and 'social status' underlined. To the right, a diagram shows 'Team' in a box with arrows pointing to 'Enhance' and 'Decision', each with a checkmark. The slide also includes a small photo of a man in a striped shirt and the NPTEL logo at the bottom left.

So, now let us understand why we talk about you know it learning helps to generate income and status as I was rightly said learners are motivated because it is a way to you know grow individuals income and also status and eventually it is going to help the improve the standard of life; how as I was already saying, yes, the learning will help you to have a better positions maybe in your same organizations as you are learning and you will have a promotion, more opportunities you know better positions, better incentives, better growth you will have better career projections you have.

Maybe people who are already working in an organization they always find that yes when I am already working if I can upgrade with a new skill or a professional degree you always find that there are recognition in terms of a promotion and incentives this also helps you to acquire a knowledge and skills that can enhance their potential in a job and eventually it will also improve the social status. As I said, people with more information more knowledge are referred to as a have a higher status in a social group.

So, when I refer to social group let us say there are group of employees in a team ok. So, what will happen; people who are having a better learning who have better information better knowledge or always have a higher status they will have a higher status in terms of they will be able to instruct the team what to be done they will make decisions they are always being looked after by the team member. So, it they have higher status if you have a better learning in your current place or your workplaces wherever you are.

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Importance of Learning

Helps to get access to new opportunity:

The importance of learning is that it gives an individual a chance to take part in new experiences that will lead to new opportunities.

Learning is a fundamental skill that helps to strengthen individual's inner well-being in this life. Human behavior and outlook require learning as we growing older.

*Business Strategy
→ New Products
Technology*

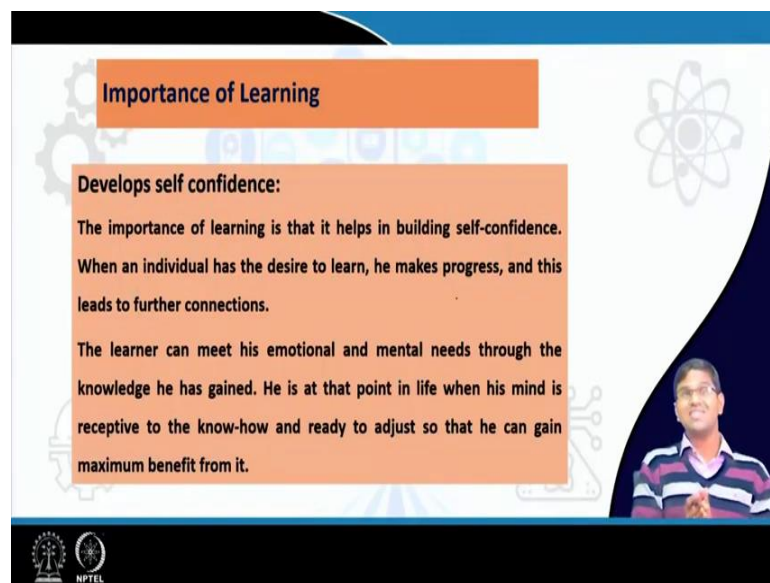
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The slide features a blue header and footer. The main content is in an orange box. A video inset in the bottom right shows a man speaking. The background has faint icons of gears and a lightbulb. The NPTEL logo is in the bottom left corner.

And when you talk about you know learning it also gives you access to new opportunities how because you know the learning gives an individual a chance to take part in a new experience that will definitely give you new opportunities for example, when we talk about the business strategy right business strategy as an organization, organization might have a goal of you know coming with a new product or a new technology as such. So, when they talk about a new product or a new technology where they need an employee with a new set of skills.

So, if you happen to be a person who are ventured out to learn the tool or the technique or a software coding technique which are helping company to you know come up with a new product or a technology then it is actually giving you a new opportunity. Yes, so, learning becomes a fundamental skill that helps to strengthen individuals well being in this life and also it gives you more opportunities to explore in your workplaces ok.

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The slide features a blue header with the title "Importance of Learning" in white text. Below the title, there is a large orange box containing the following text:

Develops self confidence:
The importance of learning is that it helps in building self-confidence. When an individual has the desire to learn, he makes progress, and this leads to further connections.
The learner can meet his emotional and mental needs through the knowledge he has gained. He is at that point in life when his mind is receptive to the know-how and ready to adjust so that he can gain maximum benefit from it.

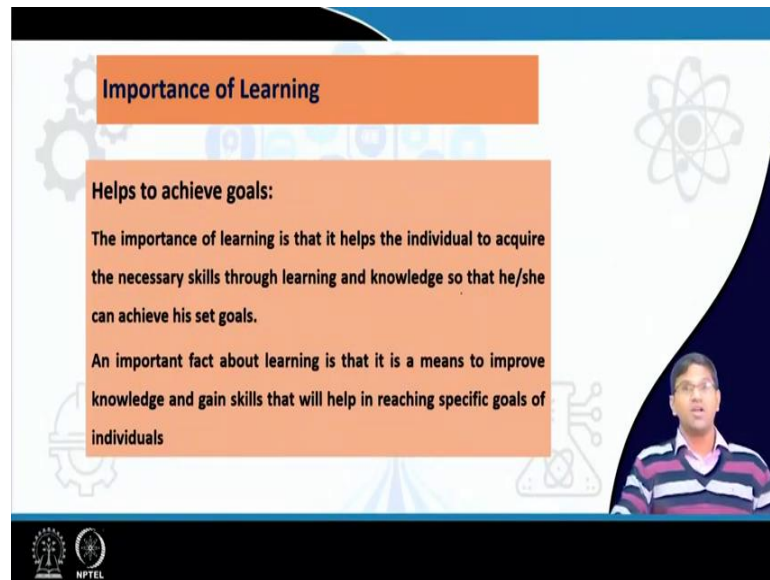
The slide also includes a small portrait of a man in a striped shirt in the bottom right corner and the NPTEL logo in the bottom left corner.

It also develops a self confidence because learning it helps in building self confidence when individual has a desire to learn they make progress and this leads to further connections your connections in the network will be more and you will have a better opportunity as well.

So, the learning can meet his emotional mental needs through knowledge he or she has gained through learning and it is the point that you know it builds a self confidence among the individual because you will have a better know how about the situations and

you will gain maximum benefit from the learning and the moment your learning goes high and you will have a better confidence in terms of taking decision in terms of handling situations. So, it adds to the improving the self confidence of the individuals ok.

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Importance of Learning

Helps to achieve goals:

The importance of learning is that it helps the individual to acquire the necessary skills through learning and knowledge so that he/she can achieve his set goals.

An important fact about learning is that it is a means to improve knowledge and gain skills that will help in reaching specific goals of individuals

The slide features a blue header, an orange title box, and an orange text box. It includes decorative icons of gears, a lightbulb, and a brain, and a small video inset of a man in a striped shirt. The NPTEL logo is visible in the bottom left corner.

So, it also helps to achieve goals right yes as I was earlier saying may be you will be lacking knowledge or skills which are required part of your job role through training you will be able to or through learning you will be able to acquire those skills and knowledge which are essential to be a best performer in the particular job role which will help you to achieve a goal. So, otherwise if you do not have an inclination to learn what will happen you will you cannot retain or you cannot sustain in the same job role what you are actually doing.

So, through this you will be able to improve and gain skill of course, it will help in reaching the specific goals in an organizational setup ok.

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The slide is titled "Importance of Learning" in an orange box. Below the title, there is a section titled "Helps for professional development:" followed by three paragraphs of text. To the right of the text, there is a diagram with a central atom symbol and arrows pointing to the words "Professional Growth" and "Personally Contented". At the bottom right of the slide, there is a small video inset showing a man in a striped shirt speaking. The NPTEL logo is visible in the bottom left corner.

Importance of Learning

Helps for professional development:

The importance of learning is that it provides a sure pathway that can help a person to be better at what he is doing so that it can lead to professional development.

A rewarding day boosts personal satisfaction, gives broader experience to gain transferrable skills, leads to faster promotion, provides job satisfaction.

All these ultimately result in professional development.

Professional Growth → Personally Contented

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Then it also helps for a professional development because learning provides pathway that can help person to be at what he or she is doing and it can lead to a professional development it also rewards through personal satisfaction and it gives a broader experience to and gain transferrable skills and it lead you to faster promotions, provide job satisfactions and essentially it will lead to professional development.

Why we are talking about a professional development; because when we talk about a learning in an organization or a management always expects their employees to continue to learn or at least they have a drive to learn continuously because as and when employee upgrade themselves with a new skill or a new knowledge or a specific task or a tool handling tools or any other technology it always adds more value to those employees.

So, in an organizational set up; so, you will have a better professional development if you have an inclination for learning which will of course, which will have a two sided. One is about professional growth, yes, it is going to have a professional growth learning and other side you also see that you know personally you will be contented ok. So, contented in we are referring to the yes, you will feel satisfied yes you continue to learn which is going to definitely help you to you know meet your professional needs or the demands as well ok.

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Importance of Learning

Promotes leadership quality:

Learning keeps an individual motivated, and his confidence and self-reliance are the reasons why he can improve his communication skills. Hiring and delegating are both now easy tasks for him.

It is a fact that people are mostly followers, and if they find someone strong enough to lead, then they will follow him unconditionally.

Handwritten note: "Leader" & "Followers/Members"

The slide features a blue header, an orange title bar, and an orange text box. A small video inset shows a man in a striped shirt. The background includes icons of a gear, a lightbulb, and a network diagram. The NPTEL logo is in the bottom left corner.

So, it also promotes leadership quality because learning keeps an individual motivated and it enhances their confidence, it improves their self reliance and the this way they will be improving their communication skills and through this you know because when you talk about a leadership quality leadership quality demand somebody shows more inclination to learn something new which also demands lot of interpersonal skills when we say a leader leadership; the leadership is always related to leader and followers or otherwise we call it members leader and members or a followers.

So, when this relationship is there. So, leader has to driving the people has to have better information better knowledge so, that you know the followers will have more faith and confidence on them of course, through a learning they will have a better interpersonal skill they will be able to manage the employees or their teams or a subordinate and they will be able to drive them in better way ok, yeah.

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The slide is titled "Learning outcomes" in an orange box. Below the title, a text box states: "Understanding learning outcomes is important as they influence the characteristics of the training environment that are necessary for learning." Below this is a table with three columns: "Type of Learning Outcome", "Description of Capability", and "Example". The table contains three rows: "Verbal information", "Intellectual skills", and "Motor skills". To the right of the table, a small video inset shows a man in a striped shirt speaking. The NPTEL logo is at the bottom left.

Type of Learning Outcome	Description of Capability	Example
✓ Verbal information	State, tell or describe previously stored information	State three reasons for following company safety procedures
✓ Intellectual skills	Apply generalizable concepts and rules to solve problems and generate novel products	✓ Design and code a compute program that meets customer requirements. ✓
✓ Motor skills	Execute a physical action with precision and timing	Shoot a gun and consistently hit a small moving target

Then let us also understand what are the learning outcomes when we are talking about you know different you know why learning is important importance of learning and types of learning the very basic premises to understand why are we concerned about the learning because we have to understand the learning outcomes.

So, understanding learning outcome is important because they are going to influence the characteristics of the training environment because it will tell me what type of a training environment which I should have so, that you know I can increase or I can you know create that learning to occur in the individuals which were aiming to; maybe specifically to set off employees or maybe a group of employees or a in specific set of employees also.

So, let us look at some of the examples and descriptions. Now, it is a type of learning outcomes let us say verbal information; for a verbal information what is that we are talking about which refers to either somebody should be able to state or tell or describe the previously stored information it is very simply let us say you have to keep the information stored and you will be able to recall the information which are stored in your memory.

For example, can be if somebody ask you can you state three reasons for following company safety procedures. So, during the training one has to recollect why safety procedure following safety procedure is important one may be being compliant with

organizational procedure and it does not result in you know workplace accidents these are the some of the ways. So, where this type of a training were as to, I focus more on making my learners able to store the information and you can use multiple methods of creating the learning so, that the information which you are giving them it is been stored and when somebody ask them to repeat or recall there are in a position to recall it ok.

Then comes on intellectual skills now about learning outcome is on an intellectual skill. So, let us say a description is that apply the generalizable concept and rules to solve problems and generate novel products. The example can be can you design and code a computer program; that means customer requirements.

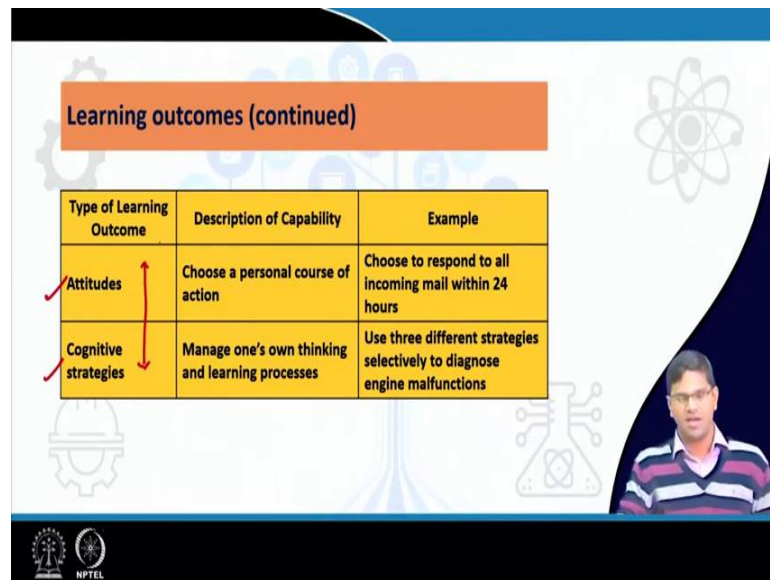
So, this is a situations wherein what type of a training you need to provide because it should be directed towards intellectual skills where a person is able to apply the concept and rules into a different or a new a new product if you for example, because it says design or compute a program that meets a customer expectation. In a training programme you would have been given an exposure to how to you know code or compute a program.

So, that you will be able to address a different need which are arising out in course of a business transaction between a customer and an organization. Now, this kind of a training should focus more on enabling an individual to understand ok. So, how this code can be used how do a programme meeting a different need of the customers if the training has been provided in such a way that you know this is possible. So, through this application of the idea to a different concept then they will be able to address this you know situations in an organization setup.

Now, comes the motor skills. So, the motor skill which are essentially about execute a physical action with a precision and timing. So, motor skills for example, which are mostly related with the manufacturing or shop floor shop floor or an assembly line where it is more of you know hand eye co ordinations and how do you operate a machinery right.

So, now, for example, can you shoot a gun and consistently hit a small moving target can you do it. So, this where what type of a training you should provide you should focus on more on hand eye co ordinations how do they operate you know motor skill to be focused on ok.

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The slide features a title 'Learning outcomes (continued)' in an orange box. Below it is a table with three columns: 'Type of Learning Outcome', 'Description of Capability', and 'Example'. The first row is for 'Attitudes' with the example 'Choose to respond to all incoming mail within 24 hours'. The second row is for 'Cognitive strategies' with the example 'Use three different strategies selectively to diagnose engine malfunctions'. A red double-headed arrow connects the two rows in the first column. In the bottom right corner, there is a small video feed of a man in a striped shirt. The NPTEL logo is in the bottom left corner.

Type of Learning Outcome	Description of Capability	Example
Attitudes	Choose a personal course of action	Choose to respond to all incoming mail within 24 hours
Cognitive strategies	Manage one's own thinking and learning processes	Use three different strategies selectively to diagnose engine malfunctions

Now, other things if for example, the learning outcome what we are referring is an attitude can you choose a personal course of actions choosing to respond all incoming mails within 24 hours, now this is an example. So, it is kind of you know building the attitudes of an employee's so, for any email comes within 24 hours you have to respond to those emails for those in an organizational setup.

Similarly, if you look at cognitive strategy if the learning outcome is focusing on cognitive strategies the description of capability when I refer to cognitive strategy is you know manage one's own thinking and learning processes where an employee or a participant getting a capability to manage one's own thinking and learning processes. So, example can be can you use three different strategies selectively to diagnose engine malfunctioning can you be able to you know come up with a strategy to diagnose what are the possible reasons where the engine have become malfunction.

So, this actually focusing on thinking and learning process can you come up and thinking identify what are the ways in which you can identify the problems in a machinery. So, this is how based on the learning outcome you need to look out what type of a training programme I am aiming at; because we are aiming to focusing on training to be designed based on the learning outcome as well what my learning essentially aimed at ok.

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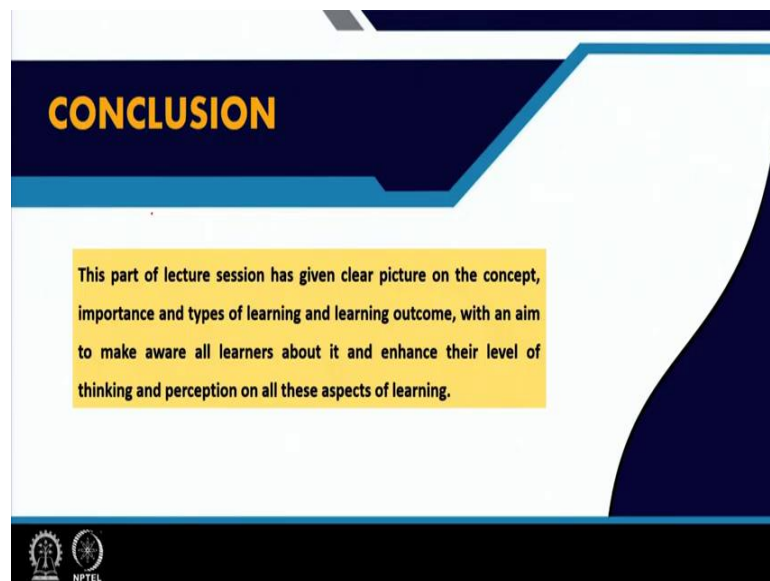


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CONCLUSION

This part of lecture session has given clear picture on the concept, importance and types of learning and learning outcome, with an aim to make aware all learners about it and enhance their level of thinking and perception on all these aspects of learning.

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So, today we focused on understanding the concept of learning, why learning is important and also, we looked at a different type of learning how do we learn either through you know visual or auditory or through reading or listening all that we have learned and also, we spend time on understanding the importance of learning why learning is important.

As I said, learning becomes a premise for you to transfer of training where we are trying to understand how an individual who goes through the training makes the learning in a

better way and they will be able to translate that learning whatever they learnt through the training programme on their work or in a new environment which is very important for that one has to have an understanding about the concept of learning and then various theories on learning.

In the upcoming lectures we will be learning about different theories on learning.

Thank you.