Contents

Preface
Claus Holm ............................................................................................................................... 7

Decoding the meanings of workplace learning in Asia and Europe:
Introduction
Lynne Chisholm, Katharina Lunardon, Annette Ostendorf and Pier Paolo Pasqualoni ........ 9

Section I
Work-based learning: Individual and organisational perspectives ......................... 21
Exploring spaces for learning at work
Karen Evans and Natasha Kersh .......................................................................................... 23

Motivational and affective components of workplace learning in some sectors in the Netherlands
Theo van Dellen ..................................................................................................................... 37

Connection between individuals and organisations through workplace learning
Kenji Hirata and Nanae Ibuchi ............................................................................................. 55

Informal workplace ‘educators’: The hidden protagonists of workplace learning
Annette Ostendorf ................................................................................................................ 67

The role of the relationship with the company tutor on the perception of stress and the career commitment of young people in alternating training
Valérie Cohen-Scali, Noëlle Lallemand and Emmanuelle Vignoli ...................................... 77

The school: On organisational, interpersonal and individual dimensions of organisational learning
Milan Pol, Petr Novotný, Martin Sedláček, Bohumíra Lazarová and Lenka Hloušková ........ 95

Learning in organisations: The case for a code of ethics in education
Vaiva Zuzeviciute, Daiva Bukantaite and Dalia Kraskauskaite ............................................ 107

Section II
Work-based learning: Asian and European patterns and analyses ....................... 121
Workplace learning in China
Jian-Min Sun ....................................................................................................................... 123

Workplace learning, motivation and benefits in the automotive parts and hotel industries in Thailand
Patcharawalai Wongboonsin ............................................................................................... 137
Learning cultures among employees in the education and tourism sectors: A comparative analysis

Ruhizan M.Yasin, Noraishah Buang, Lilia Halim and Shamuni Kunjiapu ................................. 157

Workplaces as key transformative learning spaces for facing socioeconomic crisis in post-Soviet contexts: The case of Latvia

Elina Maslo, Genoveva Levi Orta, Aija Persevica, Alena Nikolaeva and Manuel Joaquín Fernández González ................................................................. 181

A room of one’s own: Intrinsic commitment, educational ownership and work-related learning in Austria

Lynne Chisholm, Katharina Lunardon and Wolfgang Hagleitner............................................. 199

Contributors list .............................................................................................................................. 221