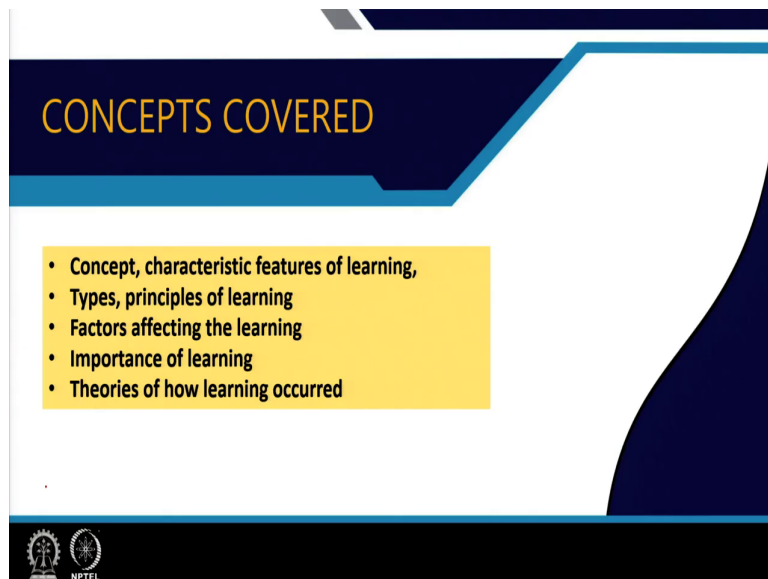


Organizational Design Change and Transformation
Prof. S. Srinivasan
Vinod Gupta School of Management
Indian Institute of Technology, Kharagpur

Module - 09
Lecture - 42
Learning



Welcome to lecture 2 of week 9. In the previous lecture, we were discussing about Decision Making and we also discussed about you know process, styles and you know phases of decision making and why decision making is important. Now, today's lecture, we are going to discuss about a topic on Learning. So, now, if you look at you know learning, why are we even concerned about learning?

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CONCEPTS COVERED

- Concept, characteristic features of learning,
- Types, principles of learning
- Factors affecting the learning
- Importance of learning
- Theories of how learning occurred

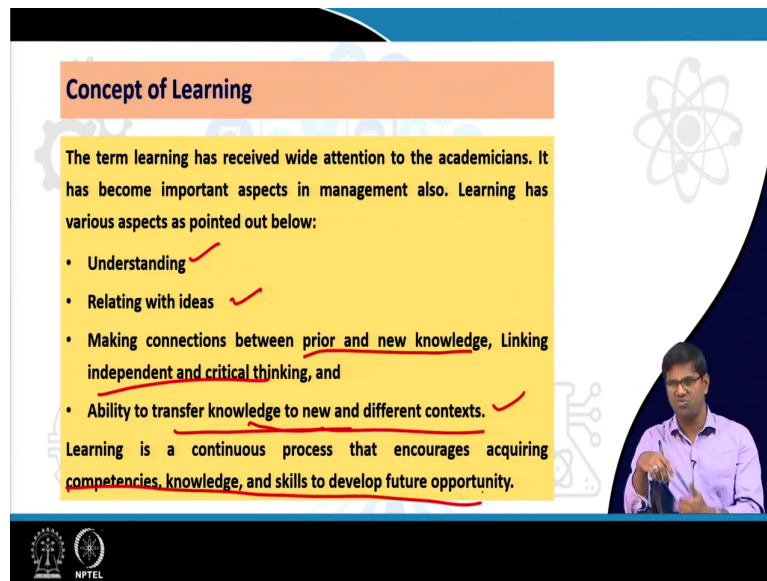
Today, we are going to discuss about you know concept and characteristics of learning and we also see a types and principles of learning. And factors which affects the learning of an individual and why learning is important and obviously we will also discuss about you know theories, which are you know talking about how learning occurs for an individuals.

Now, to you know even before we starting the learning, you will be surprising to understand why we are concerned about learning. So, learning is very critical component in every organizations and because we are talking about learning organization. And obviously, for a management also and people who are employees who are going to work in an organization also, learning is a continuous activity.

So, every time an organization comes up with a new technology or a new product, where they expect their employees to learn a new technology and new way of functioning and new system they produce. Because it is very important that learning become a continuous activity which is very critical for the success of any individual as well as the organizations to grow further.

So, that is why we are trying to you know understand the you know characteristics of learning, how learning can happen, what are the factors affects the learning so that you will be able to create a better learning environment for your employees. And also, we will you know understand certain theories on learning, ok.

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Concept of Learning

The term learning has received wide attention to the academicians. It has become important aspects in management also. Learning has various aspects as pointed out below:

- Understanding ✓
- Relating with ideas ✓
- Making connections between prior and new knowledge, Linking independent and critical thinking, and
- Ability to transfer knowledge to new and different contexts. ✓

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

The slide features a blue header, a yellow text box, and a dark blue footer with logos. A speaker in a light blue shirt is visible in the bottom right corner.

Now, if you look now the learning as always had larger attention in academicians, but now it has also have lot of implications for management also. Because we say you know it has lot of impact for organizations because organizations have learning and development department divisions or a larger divisions because they want every employee to you know spend at least defined number of days every year on training or learning new things.

Either maybe you know learning about a new device or a new system or a new you know practice or a tool or a product or probably on a you know refreshing on any additional incremental changes happening in your existing workplaces. So, that is why you know management also feels that you know learning is an important.

Now, learning has various aspects. So, what are those aspects? You know learning in you know includes; learning is not just by you know I am just you know learning something new.

It is about understanding, so learning also talks about understanding, relating with ideas and making connections with my prior knowledge and a new knowledge.

Because every individual when you learn something new in addition, you always have to you know make the connections with what do I know earlier and what is my new knowledge, they connect the you know making connections with the prior and new knowledge, linking this independent and critical thinking and very important aspect of learning is also about ability to transfer the knowledge to new and a different context.

Because you know every organizations wanted to make their employees learn. Let us say you know organization spends lot of resources in terms of money and you know a time of their employees on learning something new. Why do they spend resources? Money or sending employees for a training program because they want these employees to go learn and come back and implement those whatever they learned in a in a training program to come back and implement. So, that their performance improves.

That is why you know learning also includes, ability to transfer the knowledge that they learned, gained to a new situations or a different context. So, learning is always a continuous process that always encourages, acquiring your competencies, knowledge, skills, to develop for a future opportunities that is learning. The learning is always a continuous process and it is always a lifelong you know activity.

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Concept of Learning

Learning is not limited to teacher-student aspect. It is rather something students/learners themselves do. It is the direct result of how students/learners interpret and respond to their experiences about.

Learning can be defined as the permanent change in behaviour due to direct and indirect experience. It means change in behaviour, attitude due to education and training, practice and experience.

Learning can be defined as it 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)

The slide features a blue header, a white background with faint gear and atom icons, and a video inset of a man in a purple shirt in the bottom right corner. The NPTEL logo is visible in the bottom left corner.

So, when the moment we talk about learning, you know we always restrict ourselves to looking at you know teacher, learner or teacher student aspect. But it is rather than doing something with the learner themselves because learner has to always have an inclinations to learn and response to the experience. What about the experience they go through. So, learning is defined as a you know how do we understand the learning.

Learning is all defined as a permanent change in behavior of some individuals due to either direct or indirect experience. The learning can happen probably by a direct experience or by observing others as well. Light you know let us say you know somebody who are working in a company, they might become expert because they are he or she is doing the same activity.

Then comes another set of a learners, who are not just looking at the others how people are doing it right, that also possible that you know you can change or make a permanent change

in a behavior and individual just directly by direct experience or probably through an indirect experience.

So, obviously, the change in behavior is a main component in a learning process or an attitude due to either due to an education or probably training or practice or by experience. These are potentially possible avenues through which you are going to make a change in a behavior are an attitude, right. So, learning is defined Ambrose has defined you know the learning.

Learning is a process that leads to a change which occurs as a result of experience and increases the potential for improved performance and future learning. So, why do we engage in learning? So, we engage in learning to make a change in our behavior or an attitude, and what does it do?

It always impacts or improves your performance and for a future learning as well. That is why the learning is very critical, because learning has make some change in a behavior and attitude which produces an improvement in your performances. That is why we are talking about learning now, ok.

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Characteristic Feature of Learning

Learning involves change;
it may or may not guarantee improvement.

It should be permanent in nature, that is learning is for lifelong.

The change in behaviour is the result of experience, practice and training.

It is reflected through behaviour.

The slide features a yellow text box with red underlines and a red circle around 'change in behaviour'. A video inset in the bottom right shows a man in a purple shirt speaking. The background includes icons of a gear, a lightbulb, a brain, and a chemical flask. The NPTEL logo is in the bottom left corner.

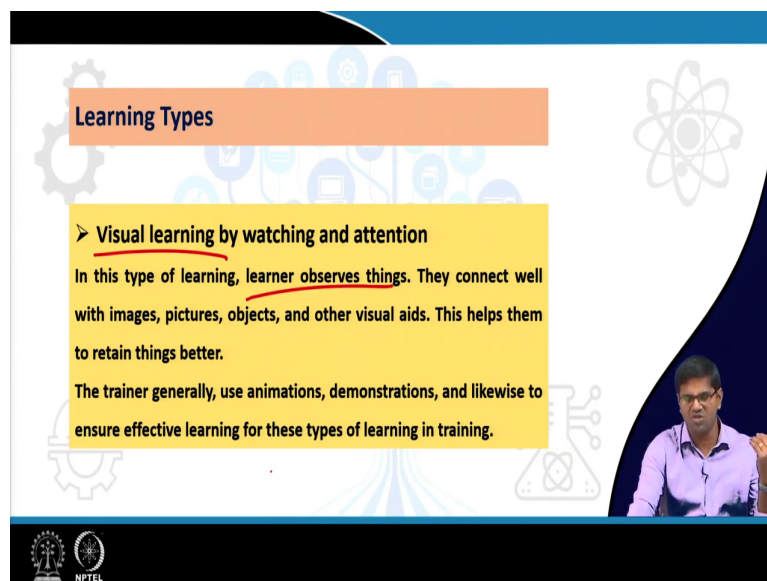
Now, what are the characteristics or character or features of a learning. So, learning involves; obviously a change, it may not guarantee even improvement. Because we say you know it might have an improvement, but it will always likely to make a change that change has to be positively directed, that is where organization has to ensure that you know there is a transfer of knowledge. Where somebody learns and get an opportunity to you know implement or a practice that the new knowledge somebody gained.

So, it will become a responsibility for a managers and employees and an organization to ensure that yes you are sending somebody for a learning something new or creating a new knowledge, then they when they come back to an organization you have to create a situations where the transfer of training happens in the workplace.

And it should be permanent in nature, the learning should be permanent in nature and change in behavior is; obviously, a result of experience or practice or a training. And it generally this change in behavior; how do you observe this change in behavior? It is always reflected through the behavior how do they showed in a workplaces, right.

So, they may be performed earlier in a in a average performer. Now this particular individual employees performance has increased or effective as an increase or a efficiency increase. These are the indicators in which you will be able to see that yes, you know the that learning that they have had has actually reflected in the workplaces that you are (Refer Time: 07:53) the characteristics and features of a learning.

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Learning Types

➤ 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.

The slide features a blue header with the title 'Learning Types' in white. Below the title is a yellow box with black text. The text describes visual learning, highlighting that learners observe things and connect well with visual aids. It also mentions that trainers use animations and demonstrations to ensure effective learning. The slide includes decorative icons like gears and a molecular structure. In the bottom right corner, there is a small inset video of a man in a purple shirt speaking. The NPTEL logo is visible in the bottom left corner.

Now, now we are trying to understand what are the different type of learning individuals exposed. One is a visual learning, which generally by you know watching and paying

attention to, right. So, in the in this type of learning what generally happens is the learner observe things, ok.

So, they look at an video or an image or an audiovisual, where you know by looking at them observing them, paying attention to it, you know this help them to retain things better because this is also one of the best you know way of you know creating learning.

Because sometimes you know only you know lectures may not help, sometimes you know going for audio visual component of images and videos, which makes people to learn better. And so that they will the recollection rate, they were retaining the you know content of the particular learning is higher in this type of a learning where you know the learners able to retain more content of the learning component and they will be able to you know use those in the workplaces.

So, this is first type of a learning is a visual learning, which generally happens by watching or paying attention to those audio visuals or images or you know visual component, pictures, objects and other visual aids.

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Learning Types

➤ **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 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 bar, and a yellow text box. A video inset in the bottom right shows a man in a light blue shirt speaking. The NPTEL logo is in the bottom left corner.

Now, comes the auditory learning, which generally happens by listening and speaking where we are talking about you know lecture types or workshops where you are looking at you know you are listening to you know the experts you are talking about you know imparting training on a specific topics, where you know hm.

So, those the learners generally engage in listening and speaking in this particular type of a learning, where you know they listen to lectures, they participate in discussions and they participate in debates. And now come sometimes you know certain challenges on this type of a learning is that you know, maybe in certain learning process may this learners may not be very interactive.

So, what happens, how do how does the learner makes this learning become more relevant and effective is that, that is why you know the learners in this type of a learning they often ask

questions, try to create more discussions and debates in during the learning process. So, that you know they have the attention and they say participate in the learning process of the learning. So, this is one type of a learning which is you know auditory learning by listening and speaking.

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Learning Types

➤ **Haptic learning by touching and feeling**

Learners in this type of learning 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.

These types of learners might struggle to sit still and often excel at sports or like to dance. They may need to take more frequent breaks while attending the training.

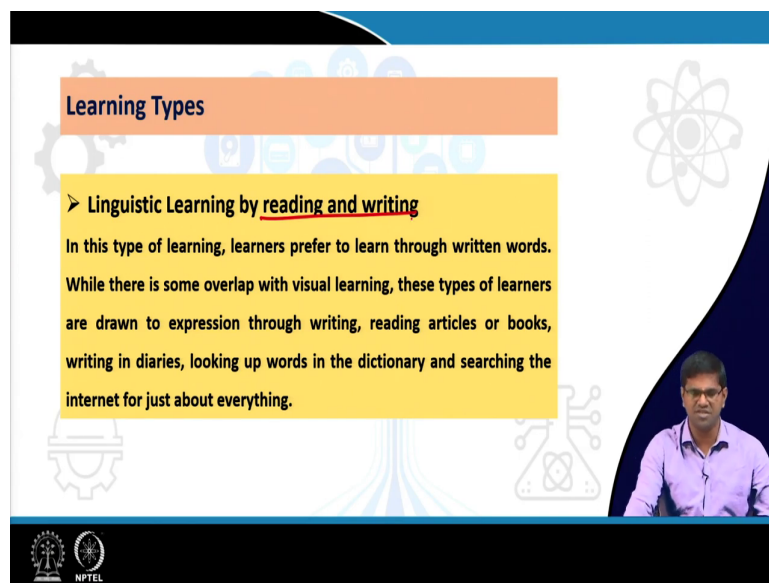
On job Training

IIT Bombay NPTEL

Then next one comes in haptic learning; this is by touching and feeling it. Ideally this is what you know this is a learning is through experience or doing things. So, what do you do? Let us say I want somebody to learn on some new skills or a technology. So, the best way to do is that you put them on either on a simulation situations, let us say you know assessment center or a development centers, where you have a simulated conditions of the workplace and make them learn or otherwise on the job training, right.

We know people who are working on a company, so on the job training. This is actually placing them on the specific task or a job itself. So, learning by experience. So, where they will have you know touch and feel experience. So, they will able to handle and experience, whatever it is happening through this process they are trying to learn about whatever is supposed to be learnt. So, where a people able to learn why doing things ok, this is haptic learning by touching and feeling.

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The slide features a blue header with the title "Learning Types" in white. Below the title is a yellow box with black text. The text describes "Linguistic Learning by reading and writing" and lists activities such as reading articles, writing in diaries, and searching the internet. A small inset video of a man in a purple shirt is visible in the bottom right corner of the slide. The NPTEL logo is at the bottom left.

Learning Types

➤ 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.

NPTEL

Now, comes a linguistic learning, this is by reading and writing. So, in this type of a learning you know learners prefer to learn through a written words. Where we say we give a training you know materials or you know booklets. So, if you look at you know many organizations were some of the basic skillset required.

So, what do they do? They used to give a training kit training modules or a tool kit, where ok you can learn by yourself by reading and or maybe certain you know SOPs are there given, these are all certain type of a learning where it happens through a linguistic learning. Where you have given a material and you will try to learn just by reading and writing.

So, you will go through the content and you learn yourself by reading it. So, this is by reading books and articles and other writing in diaries you know all that is a type of a learning which generally people engage in learning process, ok. These are different four types of learning which you started from you know visual, auditory and then you know haptic to linguistic types.

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Principles of Learning

Principles of learning are important for trainer as well as for managers in order to impart or share maximum knowledge and skills. There are many principles of learning some of them are as follows:

- Motivation ✓
- Reinforcement ✓
- Whole -VS- part learning
- Learning curves
- Meaningfulness of materials and learning styles

The slide features a blue header with the title 'Principles of Learning' in white text. Below the title is a yellow box containing the introductory text and a bulleted list of five learning principles. The first two items, 'Motivation' and 'Reinforcement', are followed by red checkmarks. The last three items are underlined in red. In the bottom right corner, there is a small video feed of a man in a purple shirt. The bottom left corner contains the NPTEL logo.

Now, what we are going to do you know we are trying to understand, what are the principles of learning. So, the principles of learning is important for trainers as well as managers. So,

that they can impart more knowledge or share you know more knowledge and skills to the people who are coming for a training problems.

There are what are the principles are motivation? So, motivation is very critical for the learning unless do not have a motivation you cannot make somebody to learn. Then reinforcement this learning should create a reinforcement, then are you going to talk about whole or a part learning, are you going to concern about the holistic learning component or maybe some part of learning or learning curves then meaningfulness of materials and learning styles.

These are certain principles that you know you should pay attention when you wanted to you know a impart better knowledge and skills for the learners in a learning programs, ok.

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Factors Affecting the Learning

There are some key factors of learning that may be as follows:

- **Motivation:** The encouragement, and support that one gets to learn and complete a task.
- **Practice:** Practice and practice can yield a good learning experience.
- **Environment:** Generally, people learn from the people and environment internally and externally.
- **Mental group:** Thinking while in a group of people is also a factor of the learning

The slide features a blue header, a yellow content box, and a dark blue footer with the NPTEL logo. A presenter is visible in the bottom right corner.

Now, now so, we are going to understand what are the factors that affect the learning. So, as I was saying you know these are very critical, because let us say you are a trainer or as an organization or maybe you look at you are an employee, you wanted to enroll for a program or learn something.

So, what are the factors that generally affects the learning process? First is a motivation. So, individual should have a motivation, because this motivation will impact the learning process. So, as an organization setup the motivation comes from the encouragement, support one gets to learn and complete a task.

So, organization has to ensure that you know they create a you know better motivations by increasing or you know providing necessary support for them to learn and complete a task. Then comes a practice. Does this you know whatever I am going to learn will that have a component of practice, where I can get a good learning experience, ok.

Then comes the environment. So, here comes a very critical aspect is that you know, people learn from people and the environment internally, externally you have to create a better learning environment. So, that people able to learn this whatever they are trying you wanted to want them to learn.

Then comes a mental group. So, thinking while in a group of people is also a factorable. You know so what type of a group you are in, that also kind of a factor that will influence a you know impacts their learning process, ok.

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The slide is titled "Importance of Learning" in an orange header. Below the title, a yellow box contains the text "The learning is important in our life because of the followings:" followed by a list of seven bullet points, each starting with a diamond symbol. The bullet points are: "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", and "Promotes leadership quality". The words "income and status", "access to new opportunity", "self confidence", "professional development", and "leadership quality" are underlined in red. In the bottom right corner of the slide, there is a small video inset showing a man in a purple shirt speaking. The slide also features decorative icons: a gear, a lightbulb, a brain, and a chemical flask. At the bottom left, there are logos for IIT Bombay and NPTEL.

Importance of Learning

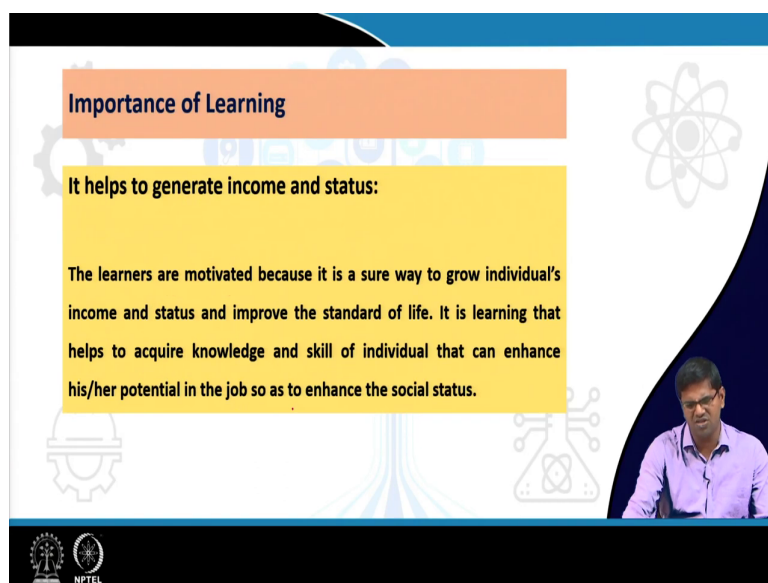
The learning is important in our life because of the followings:

- ❖ 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

Now, so we are going to discuss the importance of learning now. Why learning is important? So, though everybody agree that learning is important for various reasons. So, we say you know it will make a behavioral change, it has an improved performance. If you look at from a personal front it will generate income and status.

How does it do? We will discuss in detail in subsequent slides. In a helps to access new opportunity, because as you learn, you have more opportunity to access and it will improve your self-confidence, it will help you to achieve your goals and it will make people feel happy about learning new things and also helps for a professional development and promotes a leadership quality.

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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.

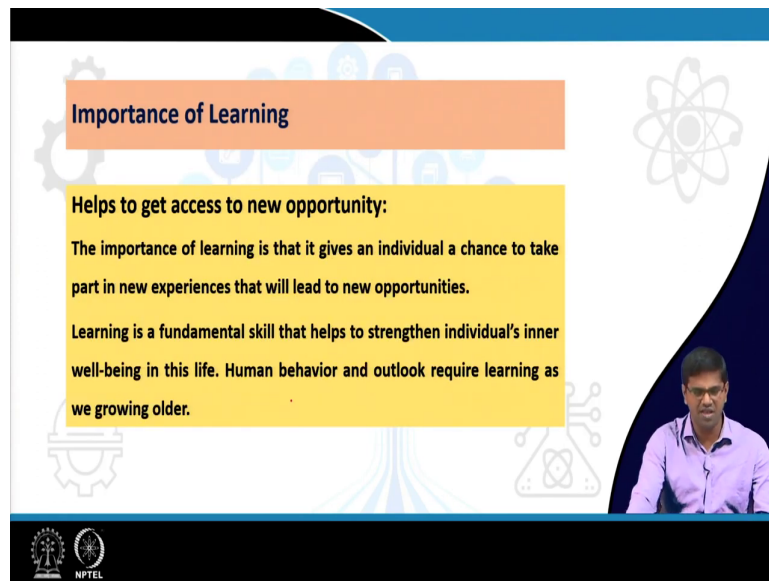
The slide features a blue header, an orange title bar, and a yellow text box. A small inset video shows a man in a purple shirt. The background includes icons of a gear, a lightbulb, and a chemical flask. The NPTEL logo is in the bottom left corner.

Now, let us look at each of it. You know, so now the first one of you know how does it help generate income and status. Because as you learn a new skill set and you become you know maybe you are learning a new skills which are niche in the market, then you become a critical talent, critical resource.

So, people wanted to hire you and pay for these additional skill set that you have. And because of the skill set you will generate more income; more you know employment opportunity and also you will be identify as a critical resource for a company you will get a status because of the skill set or a new learning or a knowledge you possess because of the learning process.

So, the new knowledge or additional knowledge you are going to gain by learning, that it is going to make you more employable and also create more identify you as a critical resource in an organization setup that will create a status for you.

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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.

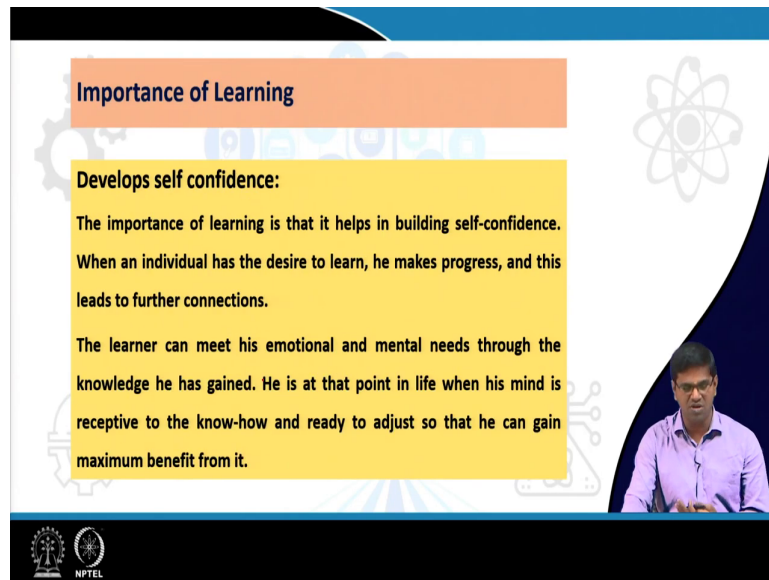
The slide features a blue header, an orange title bar, and a yellow text box. It includes icons of gears, a lightbulb, and a brain, and a small video inset of a man in a purple shirt. The NPTEL logo is visible at the bottom left.

Then comes it will give you an access to greater opportunities because as you learn you know you have a an individual to take a chance to take look at take part in a new experience of course, that will lead you to new opportunity. Let us say you are enrolling for a new program and you learn a new skill set.

The moment you learn a new skill set you wanted to venture out and you know practice those new skill set means, you are creating and looking at a new opportunity to you know use those

skill set or a knowledge whatever you gained from a learning that is you know it gives a new opportunity for you.

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Importance of Learning

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 features a blue header, a yellow text box, and a small inset image of a man in a purple shirt. The background includes a stylized atom symbol and gear icons. The NPTEL logo is visible in the bottom left corner.

And of course; obviously, as you know learn you know new knowledge or a skill in whatever you are talking about it is going to give you a self-confidence. Because as you know make progresses it will give you further connections, you will build confidence that yes, you are having a capacity and capability to perform the particular task because you have learned a new knowledge or a skill or a competencies, which will make you feel more confident about doing things.

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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.

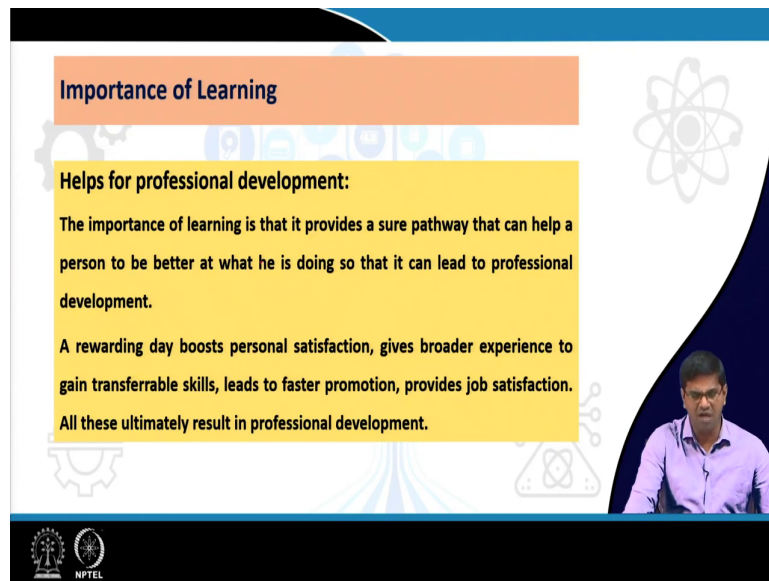
An important fact about learning is that it is a means to improve knowledge and gain skills that will help in reaching specific goals of individuals

The slide features a blue header, an orange title box, and a yellow text box. It includes decorative icons of gears, an atom, and a microscope. A small video inset shows a man in a purple shirt. The NPTEL logo is in the bottom left corner.

And it will also obviously, help achieve goals. In case let us imagine a situations where you are having inefficiency in your you know performance. Now, you are going into a learning program that will make you know improve this specific skills that you required or a knowledge that you require to bridge that inefficiency that you are facing or the inefficiency you experience in a workplace.

So, the moment you are able to learn, you will be able to you know add on to your knowledge or a skills or improve your knowledge and skill level that will; obviously, help you to achieve your goals in a better fashion, ok.

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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.

The slide features a blue header, an orange title bar, and a yellow text box. A video inset in the bottom right shows a man in a purple shirt. The background includes faint icons of a gear, a lightbulb, and an atom. The NPTEL logo is in the bottom left corner.

Then comes it will also help you for a professional development, it is very obvious that yes, the learning will give you a better opportunity to you know professionally a keep yourself and better professional development as well.

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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.

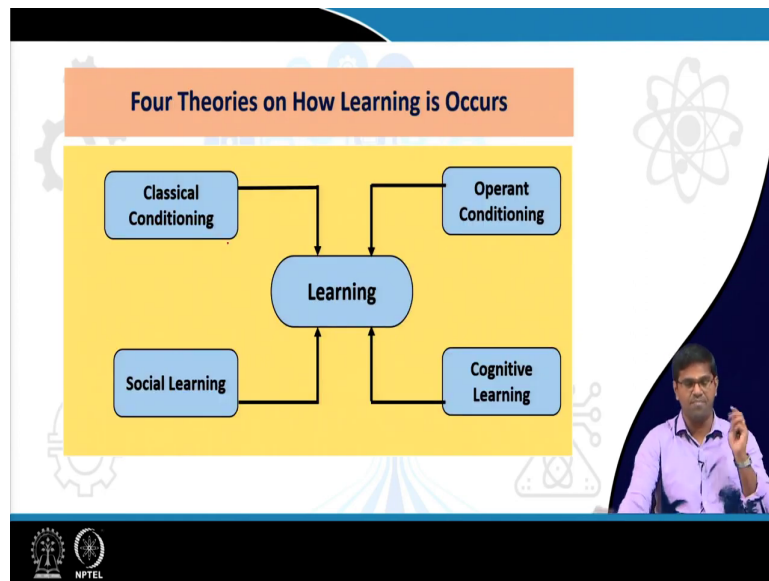
It is a fact that people are mostly followers, and if they find someone strong enough to lead, then they will follow him unconditionally.

The slide features a blue header, an orange title bar, and a yellow text box. A video inset in the bottom right shows a man in a purple shirt speaking. The background includes faint icons of a gear, a brain, and a chemical flask. The NPTEL logo is in the bottom left corner.

Then it also promotes leadership quality, because when learning keeps individual motivated, his confidence and self-reliance are the reasons why he can improve his communication skills and you know the by learning you will you will improve more of a delegation, controlling, leading, controlling all certain qualities a leader should possess.

So, as you know learn more and you have more opportunity and become you know promoting more leadership qualities within and you, ok. This is that is why you know learning is very important.

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Now, we are coming to the last part of the lecture, which are primarily going to talk about the theories behind learning. So, the fourth theory which are talking about classical conditioning, operant conditioning, social learning and cognitive learning, ok.

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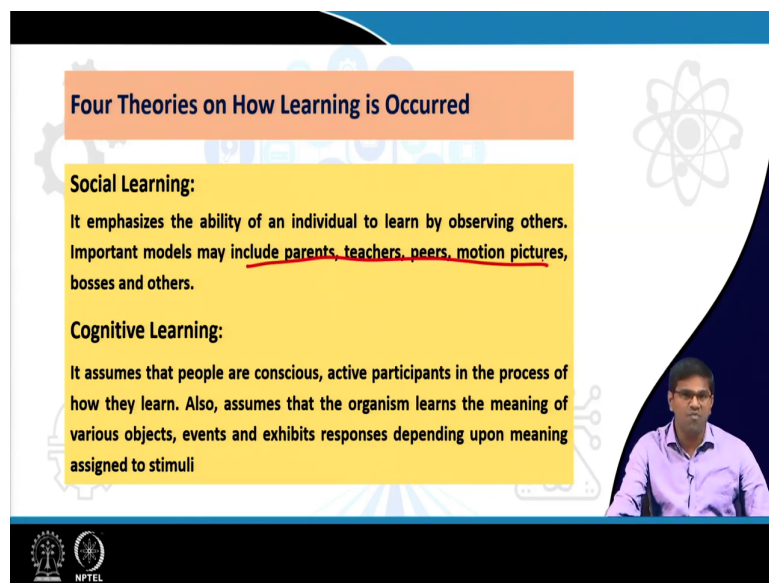
The slide is titled "Four Theories on How Learning is Occurred" in an orange header. It contains two main sections: "Classical Conditioning" and "Operant Conditioning". The text for Classical Conditioning states: "Learning of this type is a behavioral process and very common and seems to play an important role in such reactions as strong fears, taste aversions, racial and ethnic prejudices." The text for Operant Conditioning states: "It refers to the process that our behavior produces certain consequences and how we behave in the future will depend on what those consequences are." There are handwritten red notes on the slide: "Performing well" and "(Incentive)" next to the Operant Conditioning text. A presenter is visible in the bottom right corner of the slide frame. The NPTEL logo is in the bottom left corner.

Now, what is this classical conditioning is talking about? In this theory which says that the learning of this type is more of a behavioral process and very common. And seems to play very important role in reaction such as; strong fears, taste, aversions, racial ethnic prejudices, you know now maybe look at this operant conditioning then we will be able to understand these two different theories.

It is an operant conditioning; this is a process where our behavior produces certain consequences. So, how we behave in future will depend on what are those consequences are. Let us say, you know when you are you know learning, can you do something and you will have seriously (Refer Time: 19:27) outcome. Let us say I am performing well; performing well when I perform well, let us say I am getting incentive, ok.

So, what do I do? I want to repeat this behavior, right; this is a kind of learning, so ok. So, that I get this incentive. Let us say you are getting a you know your poor performance; you are giving you know certain you know demotions or you have been you know punished for your poor performance or maybe a pay cut then what will you do? You will have to refrain from doing it, right. So, where the operant condition is talking about you know creating this kind of a learning process.

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The slide features a title bar at the top with the text "Four Theories on How Learning is Occurred". Below this, there are two main sections on a yellow background. The first section is titled "Social Learning:" and describes it as emphasizing the ability to learn by observing others, with examples like parents, teachers, peers, and motion pictures. The second section is titled "Cognitive Learning:" and describes it as assuming people are active participants who learn the meaning of objects and events. The slide also includes a small video inset of a man in a purple shirt and the NPTEL logo at the bottom left.

Four Theories on How Learning is Occurred

Social Learning:
It emphasizes the ability of an individual to learn by observing others. Important models may include parents, teachers, peers, motion pictures, bosses and others.

Cognitive Learning:
It assumes that people are conscious, active participants in the process of how they learn. Also, assumes that the organism learns the meaning of various objects, events and exhibits responses depending upon meaning assigned to stimuli

Then comes a social learning, where we are going to talk about you know just emphasizing a ability of an individual to learn by observing others. So, social learning is says that you know you can you know learn by observing this others as well. So, where in this you know there are four processes; you know attentional process, retention process, motor reproduction process.

So, let us say you know attention process, where here it is what is the generally talks about you will be able to learn by observing others. For that you need to I know identify your model; there may be your parents, teachers, your boss or your manager, somebody who performs this task where you will observe those people and try to learn about by paying attention.

Now, comes the retention process. Now, are you able to remember whatever you observed, when your model is absent. Meaning that you are observing your model. Now, comes the next phase is that you know are you able to recollect whatever your model was performing where you able to do it. Then comes the motor reproduction are you able to you know do that whatever you are observed.

So, this phases will lead to a social learning, where it is essentially talking about you will be able to learn by observing others. But in this observing of others what is important is you need to identify the model, observe the model closely on whatever you wanted to learn on and then you have to retrieve those you know observations and then you will be able to do the motor reproduction is another important process, where you are able to reproduce whatever you have observed in the model in absence of the model itself. So, that becomes a social learning process.

Then comes a cognitive learnings, in this what this type of a learning. This theory says that you know it assumes that people are conscious and active participants in the process of how they learn. So, it assumes that you know people learn the meaning of various objects, events, exhibit responses depending on the meaning assigned to the stimuli based on the stimuli responses people learn.

You know people become you know very conscious, they are very aware and active participant in how they learn, what do they learn. So, this is what this cognitive learning theory essentially talks about.

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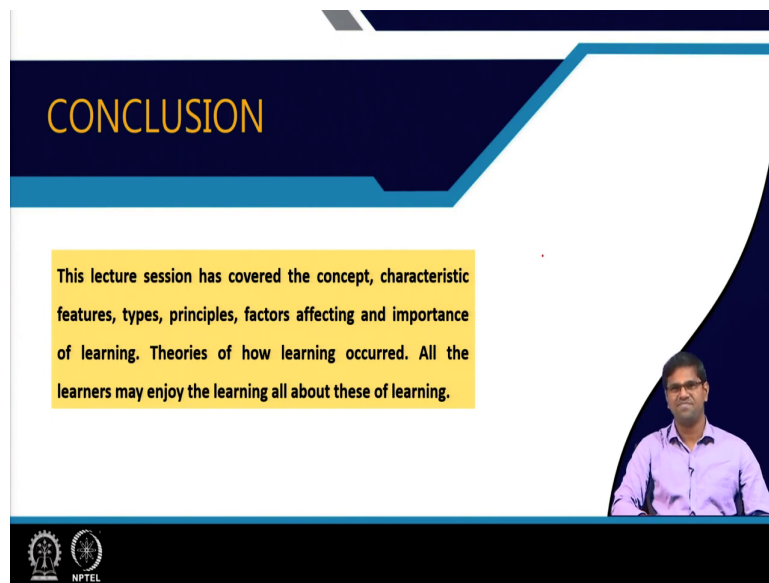
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So, we today what we learnt about is that you know.

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The slide features a dark blue header with the word "CONCLUSION" in yellow. Below the header is a large white area with a yellow text box containing the following text: "This lecture session has covered the concept, characteristic features, types, principles, factors affecting and importance of learning. Theories of how learning occurred. All the learners may enjoy the learning all about these of learning." In the bottom right corner, there is a small video inset of a man in a purple shirt. At the bottom left, there are two logos: one for NPTEL and another for a university.

Today we discussed on the concept of learning, why learning is important, what are the different types of learning and also, we discussed about you know various theories of learning. Which is very brief because this is only one lecture on this learning, we have extensively discuss in the other courses.

But we wanted to touch upon the basic aspects of learning why it is important, why are we talking about learning today? Is that because in the subsequent lecture, we are going to discuss about a knowledge management because the learning component is very critical for a knowledge management.

So, why knowledge management is important is that what we are going to discuss in the next lecture where we will discuss about knowledge management and how organization manages their knowledge and how do they transfer the knowledge from you know their current

employees, their future employees that is what we will discuss in the subsequent lecture. See you all in the next lecture.

Thank you.