

Tanja Strobel

Lerntransfer. Das Transferstärke-Modell im Vergleich mit anderen Modellen

Studienarbeit

Lerntransfer Transferst Rke Modell Vergleich Anderen Modellen

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Lerntransfer Transferstärke Modell Vergleich Anderen Modellen:

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Studienarbeit aus dem Jahr 2015 im Fachbereich Psychologie Arbeit Betrieb Organisation Note 1,7 Hochschule für angewandtes Management GmbH Sprache Deutsch Abstract Das Thema Lerntransfer gewinnt zunehmend an Bedeutung, weil sich die Halbwertszeit von z.B. betrieblichem Fachwissen innerhalb von vier Jahren bereits halbiert (Harvard Business Review 2012). Umso entscheidender ist es für Unternehmen, ihre Mitarbeiter mit neuem Wissen zu versorgen und mit neuen Fähigkeiten auszustatten. Das zur Verfügung stellen von Wissen reicht alleine nicht aus. Vielmehr ist das entscheidende einer jeden Weiterbildung, dass der Mitarbeiter das Neue in seinen Alltag implementiert. Der angeführten Statistik kann entnommen werden, dass knapp 70% der befragten Unternehmen in Deutschland Weiterbildungskurse anbieten. Dabei bildet Deutschland im europaweiten Vergleich das Schlusslicht. Die Statistik zeigt also, dass nicht nur in Deutschland das Thema Weiterbildung von hoher Bedeutung ist. In dieser Arbeit wird das Thema Lerntransfer nicht im europäischen, sondern nur im deutschen Kontext beleuchtet. Alle drei Jahre wird von dem Institut der deutschen Wirtschaft in Köln eine Weiterbildungserhebung durchgeführt. Die zuletzt über das Jahr 2010 berichtete Demnach wurden 2010 in 83,2% aller deutscher Unternehmen Weiterbildungen angeboten, was einer Investitionssumme von 28,6 Milliarden Euro entspricht. Auf den einzelnen Mitarbeiter entfielen somit durchschnittlich 1.035 Euro Weiterbildungskosten. Werner Sevdar (2014) Diese Zahlen unterstreichen die wirtschaftliche Relevanz des Themas. Ziel der Arbeit ist die Bearbeitung der beiden vorgegebenen Kernfragen, die sich einmal mit dem aktuellen Stand der Forschung zum Thema Lerntransfer beschäftigen und zum anderen der Frage nachgeht, ob das Wissen zum eigenen Transferstärkeprofil Einfluss auf das Lernen hat. Durch die Bearbeitung der ersten Kernfrage werden die jeweiligen Vor- und Nachteile, als auch die Anwendbarkeit der einzelnen Theorien geprüft. Die zweite Kernfrage umfasst neben dem Operationalisieren der Forschungshypothese auch die Reflexion eines im April 2014 angestoßenen Lernprozesses, dessen Verlauf dem Anhang zu entnehmen. Dabei soll die Fähigkeit des Mimiklesens, also dem Lesen der sieben Basisemotionen in dem Gesicht des Gegenübers, trainiert werden. Dieser Lernprozess soll auf der Metaebene reflektiert werden und bildet die Grundlage zur Bearbeitung der zweiten Kernfrage. Als Nebeneffekt gewinnt die Autorin durch die Auseinandersetzung mit dem eigenen Transferstärkeprofil Klarheit über ihre eigenen Stärken und Potentiale in Transfersituationen.

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