# **Research Paper**

# Management



# The Great Art of Learning

Dr. Adeel Maqbool	Head of the Department, Department of Business Management, Integral University, Lucknow
Dr. Riwana Atiq,	Asst. Prof. Department of Business Management, Integral University.

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Learning is a sequence of events in our grey matter which lead to changes in the individual. Learning occupies an important place in the life of all individuals. It is not just the requirement of a student who has to pass an examination but is necessary for every individual, whether young or old. It is a life long process. If we are not able to learn things then all efforts go waste. It is said that Learning is a relatively permanent change in behavior that occurs as a result of reinforced practice. Very often we feel that they have learnt something but when the time comes to make use of it then we keep taxing our brains bt can't bring to mind what we want.

This paper has made an attempt to discuss ways of improving our learning.

### **KEYWORDS**

Repetition, Association, Insight, Transfer.

#### INTRODUCTION

As students even after attending all the classes and reading the entire course we often get into the grip of examination fever. We wonder as to why it so happened. It is so because we did not know the way to keep things in our mind to be recalled in time of need. A housewife sees a television program on TLC channel and decides to make delicious food preparation as seen, but she goes in the kitchen to start then she forgets the ingredients and the exact process. Probably she too has forgotten what she had seen on the television. The head of an organization decides to discuss various issues in the weekly meeting, but when the meeting is over, he realizes that he did not discuss some of the issues. Had the student, the housewife and the head retained their respective things in their minds, they would definitely have succeeded in their endeavors. Thus we see that learning is important both in the domestic and professional lives.

# **TYPES OF LEARNING**

### 1. Classical Learning

This type of learning was explained by a Psychologist named of Ivan Pavlov. It is also called stimulus-response learning and deals with the association of one event with an another desired event resulting in a desired behavior. For example a teacher may show the coral reef on the map word, "The great Barrier Reef" written on it

great Barrier Reef" written on it.
The teacher says "The great barrier reef" every time he shows the map. After some time the word "The great barrier reef" is not written on the map. At this point of time the student will immediately recognize the reef because of the stimulus response association. Thus the student has learnt to recognize the exact location of the great reef in Australia.

# 2. Trial Error Learning

Many discoveries and inventions in various fields of knowledge are the result of trial & error accompanied with insight. It is a great way of learning things and in succeeding in one's mission. Thomas Alva Edison tried approximately 10,000 times before he could succeed in his marvelous invention.

### 3. Chain Learning

Things can be learnt in a chain . Here we can take the example of learning to drive a car where the activity consists of a sequence of a number of steps. These steps have to be linked to be learned.

### 4. Concept learning

There is need to form concepts by finding out what is similar

#### between 2 or

more things. Cucumber and pumpkin belong to the same plant family. It is very difficult to learn about the individual members of the plant family. Therefore if we learn the common features of the plant family, Cucurbitaceae followed by minor differences that exist between the individual members, then this will help learning in all the features of all the members.

### 5. Observational Learning

It is the result of watching the behavior of another person and appraising the consequences of that behavior. When Aman feels that his teacher is appreciating Zaid for being attentive in class then Aman also learns to be attentive.

# 6. Operant Learning

Under this type of learning, past experiences play an important role. Behavior is repeated if consequences are favorable. If a manager wants to influence the behavior he needs to manipulate the consequences. For example an employee always comes late to work. When he reaches the manager who otherwise always a cheerful disposition just looks at the late coming employee without his normal cheerfulness. The employee will realize the cause of this indifference and will decide to be on time in future. Thus he will learn to be on time. Thus the consequence has made the employee change his behavior.

## **BARRIERS IN LEARNING**

Quite often all our efforts to successful learning fail drastically and make us extremely upset.

The various reasons which cause a hindrance in the leaning process are:-

- Bad posture
- Tirednes
- Lack of maturity of the learner in relation to subject matter.
- Concept met clear.
- -Uninteresting matter.
- Complex subject matter.
- Taking frequent breaks while reading.

These are some of the reasons which are a cause of not being able to learn. It is necessary to overcome such problems else it may lead to stress.

### **IMPROVE YOUR LEARNING**

No one can force some one to learn unless the individual him-

self has the desire to learn.

- Nature of learning material- The mater to be learned should be arranged meaningfully. It is so because it helps to better retains things in mind.
- Recitation- This helps in easy detection of errors.
- Whole method small things should be learnt as a
- Part Method- Large amount of study material should be sloughed in part.
- Practical way- We tend to learn better if we practically do something.
- Peace of mind-If the mind is at peace then learning takes place easily.
- Positive mental set is an essential conduction for learning to take place.
- Clarity of Concepts- Concept is basic unit of all types of learning. If you
- know the concept that in words endings like \_ic, tion, \_cian, \_sion, the syllable before the ending is stressed, then you will never commit error in pronouncing the following words like economic, geometric, beautician, information & impression.
- Vividness-Things which are vivid strike the eye and reach the brain Easily and thus are better learned.
- Interest- Interest is necessary to attract attention and attention is a must for learning. It energizes the learner.
- Association-One tends to learn easily by forming associ-
- Repetition -The more we repeat the learning material, the better the connection is formed.
- Spaced Repetition-If one times to in something by studycontinuously for a long time then learning will because the learning curve not be effective. It is so starts declining & monotony causes boredom, in turn results into loss in learning. Therefore things learnt by spaced recitation i.e. by taking rest.
- Self-Motivation-.The same teacher teaches all the students but someone comes first in class and another fails. It so because one was more attentive and self-motivated than the others. Learning motivation is easy once you know how to do it. Motivation has to come from inside. It's natural to be influenced by other people, but if you really want to accomplish your goals, that motivation has to come from you.

# TRANSFER OF LEARNING

The primary aim of learning should be not to learn theories and facts but to learn the art of learning. The aim of learning should not be simply to read and in the books for passing the exams, Learning can be useful only if we use that learning in our daily life. The idea of transfer for of learning is basically to educate. Education is a preparation for life what we study in colleges is worth while only if we apply that learning to live better. We study economics as a subject. Under it we study that "Economics is the science which studies human behaviour as a relationship between ends and scarce means which have alternate uses". We also know that economics is of importance to individuals because individuals face the problems of scarcity & choice making. If we simply earn this then we may get good marks in the exam but we apply this to solve the ends-means problem in our life then we can say that transfer of learning has taken place. This transfer helps in making life more comfortable.

## **FACILITATING THE TRANSFER OF LEARNING**

- 1.If we imagine a similarity between two things then it will be easy for us to learn it.
- 2. Practically doing something helps in easy transfer of learn-
- 3. It we want to transfer the learning of geometry to our daily life, then this transfer will be effective only if the first task i.e. the learning of geometry has been done effectively. The better the first task has been learnt the

more likely it is that the learning will be transferred to the new situation.

4. Simply the presence of similarity between two tasks is not sufficient. It is necessary that the learners should be able to realize that similarity. There is similarity between Sanskrit & German. The "Sa" of Sanskrit is the same as" Ich" of German and so goes the rest of the table of Sanskrit and German language. So one who has learnt Sanskrit

can easily learn German. This is possible only when the learner is perception enough to recognize the similarity between the two.

5. Transfer through Insights which are developed in one learning situation are employed as a whole in other situations in which they are applicable.

## IMPORTANCE OF INSIGHT IN LEARNING

Insight means quick changes in our perception when the solution comes to us all of sudden when we are struggling with a problem. Learning takes place when we use our thinking power & also the power of observations. We can learn easily of the act like discoverers. Why and How should be the keynote of the learning process simply cramming does not result in effective learning.

The contents of a subject should not be treated as a mere collection of isolated facts. They should be closely integrated into a whole. A gestalt should be formed as explained by Kohler. If a student has to be taught to learn the parts of flower then he should be first shown the complete flower and then the teacher should go ahead with explaining the separate parts like sepals, petals, stamens and pistil. This will create a better perception in the mind of the student & he will be able to retain it in his memory for a longer time.

The initial efforts in the form of trial and error open the way of insight learning. It is necessary to observe things carefully in order for insight to develop. Just as in the experiment on monkey, Kohler saw how the monkey developed an insight to reach to his target. Once Insight has developed things are easily retained in memory.

### CONCLUSION

It can be concluded that it is possible to learn a lot under the sun provided we know the proper way of learning. We have seen that it is definitely possible to improve our learning. Simply learning is not sufficient but its

transfer in daily domestic and professional life can help us lead a balanced and unstressed life.

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