

# Continuous learning

Jenny Kim Doan

24-3-2023

Research question.....	3
Introduction .....	3
What is continuous learning, and why?.....	3
Continuous learning related to work.....	3
Continuous learning not related to work.....	4
Conclusion.....	4

## Research question

To what extent does continuous learning, whether work-related or not, impact job performance among employees?

## Introduction

This research document details the research done on continuous learning and its effect on work performance. It will also detail if it matters if it's related to work or not.

## What is continuous learning, and why?

Continuous learning is the act of learning new skills on an on-going basis or developing existing skills. It can be either through school, training or from self-initiative.

In a world that's constantly changing, it's actually necessary to keep on learning to build on existing knowledge. People who do not adopt this will retain old, irrelevant knowledge and become obsolete. It can also prevent stagnation and ensure that people can continue to move forward.

Source: <https://www.developgoodhabits.com/continuous-learning/>

## Continuous learning related to work

Multiple studies show that continuous learning at work is not only beneficial to the work performance of employees, but also the company itself. Learning can help people to stay ahead in a constantly changing world with globalization and automation. Because of this, it's actually more of a necessity to keep on learning to stay relevant in corporate culture.

Some professions even require people to redevelop their skills. For example, software engineers have to redevelop their skills every 12-18 months, because the programming landscape is changing very fast with new technologies and languages.

In turn, employees are starting to demand updated and ongoing training. This same study found that 42% of millennials are currently considering leaving their job because they don't believe they're learning enough or at the pace that they should be in order to keep up with the rest of the competitive business world.

Employees who have a positive job training are also shown to have a higher job satisfaction, as it gives them purpose and a sense of accomplishment.

Because learning at work often happens in a team setting, it also allows for closer collaboration and exchanging information between different departments. Thus it creates a more connected company culture.

Source: <https://www.developgoodhabits.com/continuous-learning/>

<https://www.futurelearn.com/info/blog/learning-at-work-2018>

<https://www.thinkific.com/blog/continuous-learning/>

## Continuous learning not related to work

According to a study at San Francisco State University, having hobbies and other creative outlets outside work boosts work performance. Employees were found to be better at creative problem-solving skills, helping other people on the job. It also gives a chance to recover from the demands of their work. This in turn results in less stress and more happiness.

Source: <https://news.sfsu.edu/archive/creative-activities-outside-work-can-improve-job-performance.html>

<https://www.nytimes.com/guides/smarterliving/how-to-find-a-hobby>

## Conclusion

Continuous learning is not only beneficial to people in the workforce and personal life, but also necessary to stay relevant in a world that's constantly changing. Aside from work related skills, having other hobbies and creative outlets also boosts work performance, creative thinking, and reduces stress.