Northumbria Research Link

Understanding the learning process in SMEs

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Abstract:

A major obstacle to the diffusion of management development learning technologies from Higher Education Institutions to Small and Medium-sized Enterprises (SMEs) is a lack of understanding about how SME learners learn. This article examines the nature of learning in SMEs and considers the incidence of informal support for informal learning. Consideration is given to the potential for the use of learning technology to support SME learning, considering potential benefits, development of appropriate content, formal vs. informal learning technology support and the socialisation of learning content. Finally, the application of this study at both a macro and micro level is reflected upon.

Keywords: HEIs; Informal learning; Learning technology; SMEs; Socialisation of learning technology