Learning at work - a combination of experience-based learning and theoretical education.

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Training and learning at work are important, as an employee’s competence has to meet organisational requirements for flexibility. This study examines conditions needed for and obstacles against the integration of a web-based course designed to enhance employees’ levels of competence. Employees’ views of working conditions, competence and how they learn at work were also of importance. A sample of 35 employees was taken from a company, which is part of a large business concern. The study’s design was quantitative with complementary qualitative data. The employees had a positive attitude towards work despite increasing difficulties in work tasks and an increasing workload. This was the greatest barrier as regards the integration of the web-based course at their place of work. Competence development was shown to involve a certain degree of stress, but this was outweighed by the fact that it was stimulating and resulted in work tasks being perceived as being easier. It was also shown that in order to deal with work tasks, colleagues and company courses were primarily consulted/ utilized.