

LEARNING

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- An individual reacts to any situation or responds to instructions in particular fashion, that fashion or style is caused due to learning.
- Learning brings relatively permanent change in human behavior that occurs as a result of experience.
- Learning is a lifelong process in which new behaviours are acquired.
- We cannot see learning but we can see changed behavior as a consequence of learning..
- Examples:
 - Driving a vehicle
 - An instant learning



FEATURES OF LEARNING

1) Learning involves change in behaviour of a person :

The change may be good or bad from organisation's point of view.

For example : bad habits, prejudice, etc may be learnt by an individual.

2) Change in behaviour must be relatively permanent :

To constitute learning, change should be relatively permanent.

Temporary changes may be only reflective and fail to represent any learning . This rules out behavioural changes caused by fatigue or drugs.

3) The change in behaviour should occur as a result of experience, practice or training:

It implies that behaviour caused from maturity, disease, or physical damages does not constitute learning.

4) The practice or experience must be reinforced in order for learning to occur:

If reinforcement does not accompany the practice or experience, the behaviour will eventually disappear.

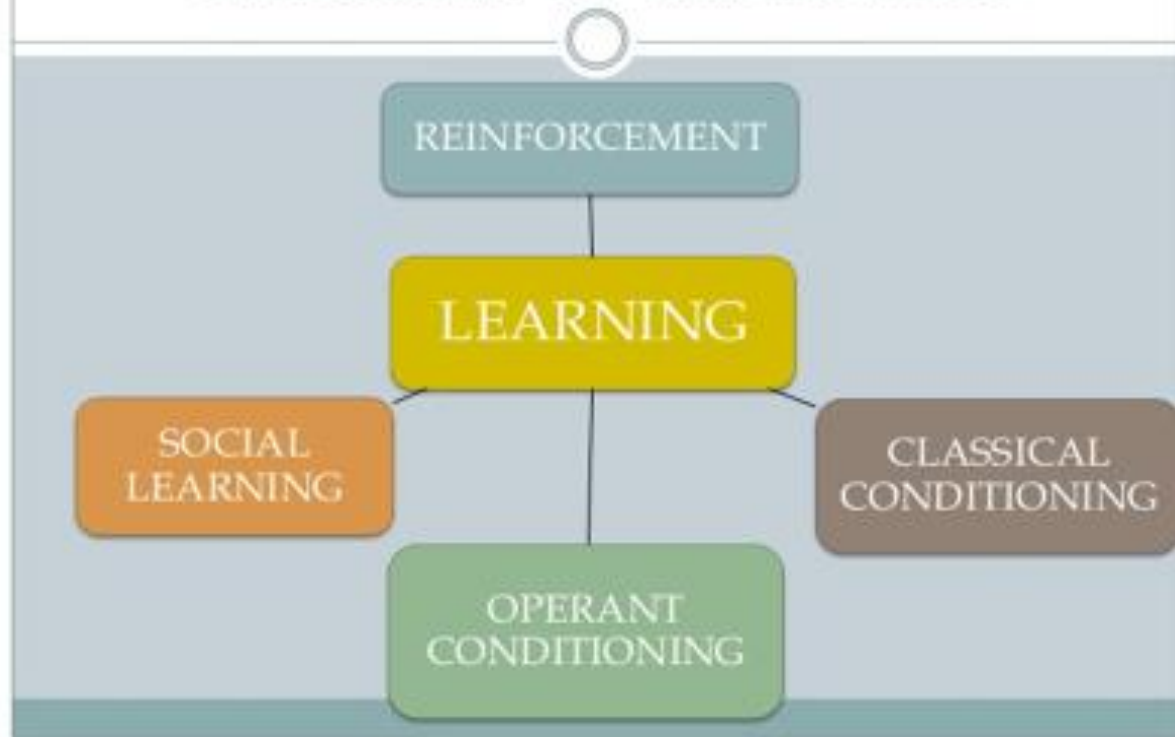
5) Learning is reflected in behaviour :

A change in an individual's thought process or attitudes, not accompanied by behaviour, is no learning.

Nature Of Learning

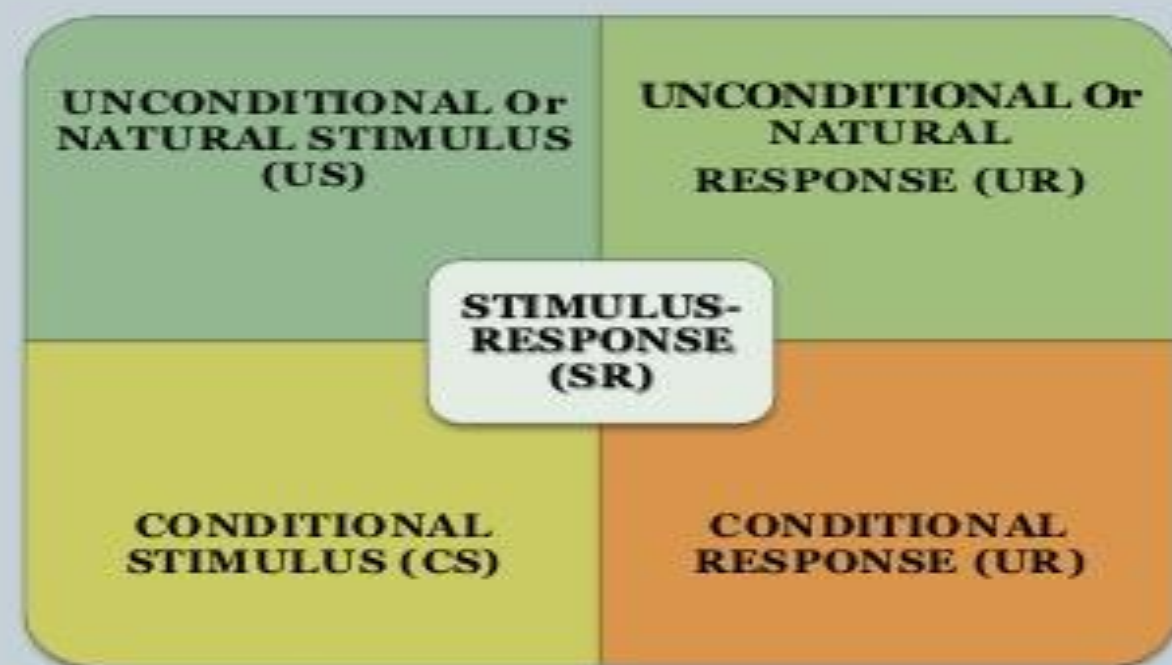
- Learning involves a change in behavior, though this change is not necessarily an improvement over previous behavior. It has the connotation of improved, but bad habits, prejudices, stereotypes and work restrictions are also learned.
- The behavioral change must be relatively permanent. Any temporary change due to fatigue or any reason is not a part of learning.
- The behavioral change must be based on some form of practice or experience. Thus, any behavioral change because of physical maturation is not learning.
- The practice or experience must be reinforced in order for learning to occur. If reinforcement does not accompany the practice or experience, the behavior will disappear.

THEORIES OF LEARNING



CLASSICAL CONDITIONING - BEHAVIORIST THEORY

- “Classical conditioning can be defined as a process in which a formerly neutral stimulus when paired with an unconditional stimulus, becomes a conditioned stimulus that illicit a conditioned response.” (Luthans 1995)
- Classical conditioning states that an event repeated several times results into desired response.



IVAN PAVLOV'S THEORY



- Ivan Pavlov a Russian psychologist introduced classical conditioning theory.
- **EXPERIMENT CONDUCTED: -**
- Dog as a subject.
- **STAGE ONE: -**
 - presented meat (unconditional stimulus) to the dog.
 - He noticed a great deal of salivation (unconditional response).
- **STAGE TWO: -**
 - he only rang up the bell (neutral stimulus), the dog had no salivation.
- **STAGE THREE: -**
- accompanied the offering of meat to the dog along with ringing up of bell.
- After doing this several times, Pavlov rang up only bell (without offering of meat to the dog). This time the dog salivated to the ringing up of bell alone.

1. Before Conditioning



Food

Response



Salivation

**Unconditioned
Stimulus**

**Unconditioned
Response**

2. Before Conditioning



Bell

Response



No Salivation

Neutral Stimulus

**No Conditioned
Response**

3. During Conditioning



Bell

+



Food

Response



Salivation

**Unconditioned
Response**

4. After Conditioning



Bell

Response



Salivation

**Conditioned
Stimulus**

**Conditioned
Response**

CONCLUSION



- The dog has become classically conditioned to salivate (response) to the sound of the bell (stimulus). It will be seen that the learning can take place amongst animals based on stimulus - response (SR) connections. The study was undoubtedly single most famous study ever conducted in behavioral sciences. It was a major breakthrough and had a lasting impact on understanding of learning.

OPERANT CONDITIONING



- Operant conditioning deals with **Response – Stimulus (R-S) connection**.
- concept originated by **B.F. Skinner**.
- states that “most human behavior operates based on the environment.”
- Learning depends on what happens after the response -**THE CONSEQUENCES**
- The learning of voluntary behaviour through the effects of pleasant and unpleasant responses.

