



Adult's Participation in Work-related Training: The Balance between Improving Job and a Desire for Learning [

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text (article)

Analítica

The study draws on findings from a survey of adults in non-formal continuing education under the professional training for employment framework in Spain. Quantitative analysis was carried out to a sample of 425 respondents from three different educational providers. Firstly, a factor analysis was conducted to fourteen motives for participation items. A two-dimension model of motivation to participate was identified: one dimension oriented towards job-improvement and the other dimension oriented towards learning. Secondly, a variance analysis was conducted according to demographics variables. Results showed significant statistical differences in the first dimension according to demographic variables. This might indicates an instrumental motivation in participation in work-related training among different groups who try to cope with different types of drawbacks

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