

Management education - a case study. Student perceptions of the role of the employer in formal off-the-job education

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This paper reports on a study which is currently in progress and which seeks to isolate the key factors in determining students' success in formal off-the-job education. The context of the case study is a national manufacturing company.

Individual students within the organisation have achieved varying degrees of success in the Post Graduate Management Courses undertaken. The study seeks to isolate the factors that are common to successful students, so that the company may maximise the students' chances of success, and minimise the unproductive use of their training dollars.

This paper will examine the students' perceptions of a 'learning culture' in practice. It highlights three categories of factors that impact upon a student's performance: organisational factors, educational factors and personal factors and seeks to examine these in detail from the student's viewpoint. The paper focuses particularly upon the role of the organisation in facilitating positive and productive educational experiences for the student.

Key words: management, education, learning organisation