

# Organizational Learning during Covid-19 in Jordan

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## Individual learning Role

Obviously, this is the smallest learning community– a community of just one. When an individual worker learns new skills or ideas, productivity and performance generally improve. In order to maximize the benefit of this individual learning to the organization, the worker who learns the new skill must share it with coworkers. Otherwise, that skill leaves with the worker. If the employee moves on to another job, the knowledge moves on with them, and the organization is stuck in place.

## Group learning Role

Groups, or teams of employees, can also learn new skills together. When people spend the majority of their time working on a team with specific coworkers, those teams tend to coordinate in such a way that they learn as a group. The group members develop something that psychologists call “social psychological awareness.” This means that each person perceives themselves as a part of the group, and one group member’s actions affect the group as a whole.

# How Can Managers Promote Organizational Learning During Covid-19

## Create knowledge

Managers should constantly seek to uncover new knowledge about their business, customers, and environment. They can do this by conducting surveys, performing market analyses, networking with colleagues in their industry, and studying competitors.

## Retain the knowledge

managers have created, or obtained the knowledge, they need a system for retaining it within the organization. It should be recorded or stored in a place where it will be accessible to other employees in the future. Many companies achieve this goal by using an intranet. (The organizational learning gurus would call these “knowledge management systems.”)

## How is the Organizational learning responding to COVID-19 in Jordan?

In response to significant demand, many online learning platforms are offering free access to their services, including platforms like "Edrak", a web-based educational platform and online tutoring firm founded in 2011, which is now one of the most highly valued platform. Since launching live classes on its website and Learn app, The platform has seen a 900% increase in the number of new students using its product, according to government officials.

It offers a various learning courses to qualify new applicants applying for jobs.

## Promote Learning During the COVID-19 Pandemic

**\*Change the learning goals and the learning process.** It is unreasonable to expect employees today to maintain their old normal, even if they were distance learners before. employees' lives are completely different from how they were just a month ago, and what they can accomplish is different as well.

**\*Design learning activities for the distance learning environment.** Avoid the all-too-common and time-consuming pitfall of trying to recreate every in-person learning activity in the distance learning environment

**\*Prepare for students' upcoming challenges.** Learners are likely to experience stress, if not trauma, in the upcoming months — from food insecurity to housing loss to family deaths. It is essential that educators connect with employees, respond with empathy, and have a list of community resources for employees at the ready.

# References

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