

# Applying learning theories

Business



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Abstract When choosing for the most appropriate choice of theory that one should inject while tutoring or training the basic facts that should linger in the pursuant head are; which form of theories might be applicable for the kind of teaching that is being targeted, and the other should be a question that should be clearly evaluated for many fail in this area, this is if the theory chosen is compatible or appropriate with own knowledge, the targeted student and the ultimate objectives that is being viewed to transpire (Gagne, 1992). This is relatively important while offering edification as this is viewed as a means of emphasizing knowledge and also nurturing the individual behaviorism and understanding of the subjects that are set forward for them. Through this assignment am going to choose on a historical prospects three forms of theories behaviorism, cognitive process and constructivism. These theories I will incorporate them in instructional topic area of military procedure training. Topic Description This paper seeks to identify the and unveil the theory behind subtle psychological military training affected through continuous military drill and punishments. It seeks to identify the effect of mind control through the training from the military.

The topic examines the psychological manipulation through the emphasis of behavior control, the hypnosis of duty and monopoly of violence and how they are engineered to constructing the perfect soldier. It helps to understand the philosophy of soldiers and their difference, attained through the training, from the citizenry. Behaviorist Theory In a military training processes behavior is very essential when addressing the cadets or other older recruits as this weighs down the shaping of the individual and connectionism with the training, tutor and fellow trainees. Shaping: This is

the fundamental aspects that all recruits of the military training must be molded into. These are the objectives and goals that are required from the trainees that when they are through with the training they would be responsible servicemen that are ready to serve their country.

This is the first and the most difficult training procedures that the trainers have to implement and evaluate if the trainees are compatible with the task they are required beforehand (Merrill, 1993). Connectionism: Usually when the trainees has been shaped into acquiring the right knowledge and are compatible with the training is when the connectionism is injected by the trainee in a military training procedure. According to Spector Et al (1993) this would promote corporation with the procedure and the trainers relation with the trainee, the aim is to connect the trainee with the trainer and so that the procedure maybe well encompassed by the trainees. Practical application of behaviorism in military training procedures This is usually best as it suit and helps the trainer to observe the expected and the targeted outcomes that results from the procedures that are aligned with the training. This theory also helps the trainees to get the response they may have about queries on areas that they did not contemplate fully. The trainer is able to provide ample feedback that the trainee may have about the procedures in the military training (Gagne, 1992).

This foresees that there is transfer of knowledge and also credible skills to the trainees and how these facets are adapted by the trainees. This theory also allows the trainer to evaluate and model the attitude and behavior of the trainee's. Merrill (1993) observes that when the behavior of the trainees are modeled in the dimension that the trainee is comfortable with, putting <https://assignbuster.com/applying-learning-theories/>

across instructions about certain procedures become an easy task. From this trainees are offered with situations that they can use and practice so as to improve the retention of the procedures that would be carried out later in the training. Cognitive Process theory The mechanism which this form of theory works with is very much related to the psychological well being of the trainee mind set.

This is because the ideology is basically focused on the trainee's brain working mechanism. This includes the ability of the trainee in the military training procedure adaption of the process, retention and perceiving. For one to fully understand this theory there are two dimensions approaches that are essential to be emphasized on this includes memory processes and individual differences. The memory processes is how well the trainee processes the instructions that are issued and how well they utilize the chores required by the trainer. When orders are instructed to the trainees how well they process them will ultimately evaluate the trainee's memory processing of the duties that are required of them. The individual differences this is because that each individual has a unique way of processing and evaluating things, in most cases a simple order issued may be done in very different approaches due to these factors of individual differences.

This also applies when checking for the tempers and other psychological elements that the trainer may need to disclose about the trainee (Spector Et al. 1993). Cognitive theory has many elements which each have their own hypothesis this includes cognitive load, visual literacy, elaboration and schema. All this add up to the ability of the trainee being well adjusted to the procedures training performance and how to execute all the duties that may

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be appointed to them. Practical application of cognitive theory in military training procedures The major facets that usually compliment this form of theory in the military training procedures are the facts that the workloads can be presented in a manageable package that would not overload the trainee (Merrill, 1993). The manageable packages are essential for the well psychological reduction of stress as the training are stressing enough, this is what usually allow even women training to adhere to the hardship that are associated with this form of training all over the world.

This theory allows the trainee after long duration in the training to be able to recall all the previous lessons that they have covered. This may also allow the trainee to remember basic lessons that they could have garnered from prior knowledge from other fields that are related with the military training procedures. The trainees is now after recalling prior knowledge attained incorporate it with the current training procedures for better understanding and this will reduce the workload for the trainers, of having to repeat the whole process over again (Gagne, 1992). These facets allow the trainee to grow mentally in the understanding of simple procedures is transformed into complex understanding slowly. Because this theory involves the trainee's full attention then they are natured mentally by the trainers and they are fully incorporate simple task and later are able to execute complex task due to the psychological motivation that the theory adds to the trainee capabilities.

The cognitive methods within the military are achieved through rehearsal theory. The innovations facets that are injected to the trainees are basically through motivation and persuasion from the trainer to the trainee (Spector Et al. 1993). Constructivism Theory For clear elucidation of constructivism <https://assignbuster.com/applying-learning-theories/>

theory we first need to understand what the meaning of the term constructivism. This usually addressed as the trainers focus on the trainees role in the understanding of the procedures by their own understanding.

Usually in this form of theory the knowledge is basically allowed to be constructed by the trainee own ideology of the procedure they shall encounter through the training (Kearsley, 1994). This is basically from the involvement of the trainee in the reflection of the military procedures and usually is attained through personal relevance emphasis by the trainers to the trainees. Usually this is the molding of the trainee perception of the procedure and assistance from the trainer to making them become reality. According to Kearsley (1994) the basic elements that are associated with this form of theory are attribution or motivation, meta-cognition and achieved learning. This elements sums up the basics of constructivism theory as this is usually achieved through motivation, which is encoded through activeness in the training procedure and the trainee willingness to participate in the procedures and how well they encompass the whole process. Practical application of constructivism theory in military training procedures This theory is mostly compatible with military training procedures in the areas of planning of the activities that are supposed to take place during the course.

This would allow the trainer to access the areas that are weak and need special attention in their list of activities. The best factor that makes this theory to fully impact on activities is that as military training is full of physical activities the trainer would be able to address all the major procedures before hand and would later be able to recommend the areas that were not performed properly. This is attained through attributing of <https://assignbuster.com/applying-learning-theories/>

internal factors into the procedures. Concepts maps are injected into the training to check the progression of the trainee (Merrill, 1993). The most exquisite element that makes this theory unique is the fact that the trainees are allowed to choose the kind of assessment model that they would be comfortable with. This is now where motivation and attribution are enhanced making the learning sphere equitable and encouraging to the trainees.

Kearsley (1994) states that the result and response that is generated from injecting this form of learning application theory is very rewarding as the trainees are fully cooperated, enticed and they have respect for the trainers throughout the whole procedures. Because this theory acclaims that training is an active process which trainee's can use to construct new initiatives from the knowledge that they have achieved and also the ones that they possess. The training procedures are made more efficient because the trainer provide accurate sequenced training procedures that allow trainee's to enforce what they have already acknowledged and they further enhance the required outcomes by discovering key principles that are within their own understanding of the whole training procedure (Spector Et al. 1993).

Assessment of Learning For the students to effectively learn the following assessment techniques where applied. The cognitive theory is achieved through; receiving, responding, valuing, organization and value complex.

The constructivism theory learning objectives are achieved through reflex movements, basic-fundamental movements, perceptual abilities and physical abilities. The behavioural objectives are learned through retention and reinforcement, creation of directions, and giving directions as well.

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Terminal Performance Objectives (TPO) %uF0B7%uF020Students are able to decipher the parallels between military men and citizenry %uF0B7%uF020Students are able understand the importance of repeated practice in creating knowledge in a person %uF0B7%uF020Students learn the psychology of instructional conversion and the basics behind zombie tendencies of the military. This also applies when checking for the tempers and other psychological elements that the trainer may need to disclose about the trainee (Spector Et al. 1993). %uF0B7%uF020Students are able to reminisce and explain their own behavior that is more or less acquire through the same procedure through their life span.

Instructional Strategies & Methods The provision of reference materials through books and essays on the psychology of the military mind.

Contribution and suggestions from the students on their understanding of military life and what they would fancy if they were in a similar position. Re-examination of the student's life to understand how instructional learning makes certain things truthful. Reviewing the military exercises punishments and drills. Thus establishing opinions of the military over time and their controversies and digressions.

Assessment of Learning The class will be required to sit for a paper to examine their understanding of the basics of training. The class should also answer questions and suggest why the instructional learning is applied in the military and most walks of life. The students will also have a discussion lessons on how and if military training is justified to use psychological instructional training in order to develop the perfect soldiers and the implication of doing otherwise. The group discussions will be shared in class <https://assignbuster.com/applying-learning-theories/>



and criticism of the various findings conducted. The students will be graded on the basis of their paper; their contribution in the class room as well as their general discussion findings. Conclusion The basics that are derived at from interjection of learning theory in the military training procedures are overwhelmingly beneficial to both the trainers understanding of the trainees, and also when applied perfectly well by the trainers to the trainees which in return brings out the best of their knowledge in the whole process.

The conditions that are created by the learning theory to the trainees are usually executed from hierarchy point of view based on the trainer's intellectual skills on the military training procedure. This are according to the theory organized in a manner that is preferable for the identification of prerequisites which favors adoption of the procedures. The theories assist the trainers to put across orders and they are carefully evaluated and understood by the trainees mentally and physically performing them with precise accuracy as if they had taken the procedures earlier. This theory helps the trainees bring out the best in them using their intellectual skills that they possess and also in learning new procedure that are at hand.