



British Journal of Economics, Management & Trade
4(9): 1434-1440, 2014

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Education or Experience: The Potentiality in Yielding the Best Productivity at the Working Environment

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Authors' contributions

This work was carried out in collaboration between the authors. Author ELST performed the literature review, and wrote the first draft of the manuscript. Author RY formulate the title, reviewed and revised the drafts of the manuscript. Both authors read and approved the final manuscript.

Mini-review Article

Received 18th December 2013
Accepted 9th March 2014
Published 15th May 2014

ABSTRACT

Till this day, knowledge surpasses strength in a way we handle different situation. Action may speak louder than words but by doing the wrong action it may bring us unpredictable misfortunes. The society of today is therefore in a dire need of essential knowledge through the use of the education system and experience accumulated from various encounter in life. This article is about a review between education and experience, the potentiality of either two or both in resulting to a better productivity. The combinations of the knowledge will result in better quality of work and productivity in the working environment.

Keywords: Knowledge; education; experience; productivity; working environment.

1. INTRODUCTION

In this era of new generations, parents focus more on education for children. They assume that by letting their children go through a stable education, they will have a better chance of

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workplace in the future. But, is it that easy to achieve a high academic level? It will be easy as most education focus more on the exam itself compared to the contents of teaching. Students intend to memorize and remember every topic taught by the teacher. In actual fact, they score pretty well in their examination and eventually forget about it. This is what definition of education is now in our time. Practically speaking, education isn't the problem. It is the person that delivers the information or how they try to create a successful teaching method whereas the students are able to pass using focused topics. In a sense, we will think that experience is more important than education. It is a fact that it is more important than education based on the first-hand experience of people. People who are exposed to situations are more likely to understand and correct their mistakes, which will eventually improvise on the mistake. Working the way up the organization, it is very important to have a high education level in the society, because the implementation of mind-set is there and the success of their education level explains that they are willing and hardworking enough to strive for it. It may seem that the effort placed is futile but the results yield would increase and so does productivity. Wind energy instructor of Cloud Country Community College, Bruce Graham, warns that a person without a certificate or a degree will not advance as fast as a person that satisfies the requirement. Suzanne Tegen, Energy Analyst of U.S. Department of Energy, explains that job doesn't actually require a college degree but it requires training. Even though it is said that way, Tegen encourages students to further their education after high school. With a better educational background, working with anybody is easy with a set of skills [1].

2. THE SIGNIFICANCE OF EDUCATION

According to Marafi [2], education is the main part of the sector in a country that links to the country's economy and the life of the people in the country itself. Investing on tertiary education sector would boost the economic factors of the country. According to Boyd [3], education is important to determine a person's job and income. It relates to the benefits of health care, paid holiday, and pension plans from the company itself. Education seems to be perceived as the main objective to social and economic development of the democratic society. Primarily, salaries and benefits of the working staff are mainly focused on the training and knowledge achieved, and with the aid of certification level of education. This shows that higher professional status of a person leads to higher paying salaries. Even in the working life, managers play an important role to educate employee about the importance of innovation in affecting the company and their goals [4].

3. EDUCATION BENEFITS FOR WORK

According to Clark [5], as the requirements of human resource changes, the concept of educability changes as well. Education changes over time as how it is required in work force. According to LoCastro, cited by Hanlon [6], schools in this present period have started to provide the real-life experience to the students in order to help prepare them for real world. According to Eadie and Lymbery [7], the establishment of education have to emphasize on the importance of ideals that are to be delivered and the quality of the profession which is required to create workers with the capabilities of functioning productively in an organisational work environment. Both the term technology education and vocational education are closely related to each other. Washington State define the term "vocational education" as planned learning experiences with specific objectives to prepare individuals for employment as semi-skilled or skilled professionals in occupations [8]. This type of education proves to be effective as it focuses mainly on the various set of skills that will be

able to help during work in the future. According to Kuchinke [9], work is essential for human existence. Academic preparation is clearly essential but it is insufficient. The concept of vocational education is proposed to enhance the development of vocation in a person. To realize the full potential in vocational ability among humans is important to human for progression of the world in terms of social and economic development. In 2006, the term Career and Technical Education (CTE) is adopted to replace the previous accepted term. It is agreeable by the CTE teachers that they should focus more on technical skills that are required for success in the workplace, due to the needs of ever changing workplace. As the requirement in the work market evolves, CTE changes along to meet its requirement in terms of postsecondary education and career [10].

4. THE DOWNFALL OF EDUCATION

Today, presence of doubt occurs on the importance of receiving a quality education for the children to reach their maximum potentiality [11]. The social work education could differ from organizational requirements due to its lack of form in training that prepares students to comply with rules, standards, or law. According to Mendlowitz, cited by Hanlon [6], 50 years ago, schools offer strong foundation in accounting and control systems. School education programs today are irrelevant to students' requirement needed for work. Student's expectation for college is mainly onto employment first and a good study experience later [12]. Students mainly further studies to college only to receive the degree to suit their future work requirements. According to Nelson, as cited by Deppe, Smith and Stice [13], most graduates from a bachelor's degree are being lured by the employers stating that the time spent on actual practice would be better than continuing with the program to reach master's qualification. According to Hutchins, cited by Ainley [11], learning has to be adapted in a large versatile system to create a whole student experience. If this isn't the answer to what learning should be, the question would be what are the students actually learning? Studies have shown that most teaching programs and textbooks do not help to improve the students' knowledge and understanding of a course. Teaching outcomes depends on the potential of teachers' inheritance of knowledge and teaching methods. During learning, there are restrictions and limitations that mainly focus on the group of students about the nature of team, whereas during the working environment, students are exposed to various types of perspective on rules and practice it to establish a critical view towards the classroom-based learning [7]. Having to learn and apply is two different methodologies to obtain knowledge. By learning a topic would be mainly limited to the theoretical part of understanding while by applying what had been learnt would be about experiencing a situation and changing accordingly to suit the issue. Cramming is one of the problems in education that is considered to be harmful, but it is widely practiced in school. It is true because they have to memorize information in a short period of time to be recalled later on [14].

5. CORE CONCEPT OF EXPERIENCE

The concept of John Dewey's experience is just certain modes of interaction [15]. To gain experience is to start an interaction of certain aspect. Walter Benjamin observes that the poverty of the poor children in their daily life is ravaging through trash. Benjamin found and concludes that those children are able to develop through their daily activity and improvisation occurs without any restriction [15]. According to the research conducted by Motlagh, Bin Hj Hassan, Bin Bolong, and Osman [16], Journalist who had more than 10 years of working experience are more likely to make fair ethical decision. In results, people that have higher working experience are more likely to make decision to produce a better

productivity. According to Nash [17], the improvement for efficiency of the school system will produce a generation without basic literacy skills. It is because the school system mainly focuses onto the education but do not monitor on the inputs and outputs. Teachers are the main source of knowledge for the students as they deliver valuable information known to be knowledge to the students. According to Horn, cited by Hanlon [6], experienced Professor would have a greater impact when teaching. It is an ineffective way to learn if work is based on books and theories due to lack of strong standing confidence. According to MA [18], college graduates realize that in the future, their place in the job market lies in the hands of their competency and expertise traits. It will eventually lead to a selection of the best out of the rest due to supply of the students surpassing greater than the demand of the company. A person working will experience many different situations. This term refers to work experience. Once a person starts to work on different stations, they start to have control over their work, increasing the desire to be better. The person will pursue their goal by producing the best productivity; to be promoted to a higher level [19]. Social workers have to learn to survive according to organizational demands, so that they are able to sustain adequate careers [7]. The need of those workers to experience first-hand torture would be the efficient learning method to cope with the working environment. Thus, improvisation is required to improve work quality in order to yield better productivity.

6. TECHNOLOGY DRIVEN SOCIETY

In the new modern era we live in today, technology changes the humans' lifestyle. Change is inevitable as technology is constantly improving [20]. Technological revolution has changed the workplace today. Employees have to learn how to adapt to the new technology as work can be carried out faster and more efficiently. According to Mageni and Slabbert, cited by Marafi [2], due to the advancement of technology as years goes by; employees can start to work from home. According to Jin [21], rapid globalization of technology in modern days appears to be the condition for economic success. The set of knowledge needed are important to be able to make full usage of technology. People who are familiar with computers are able to cope better during work to improve productivity. Technological revolution has made it crucial for students to be able to familiarize and adapt with technology in their undergraduate education [22]. It eases the burden of pen and paper and to be driven purely into the technology era. As technology improves, education improves along. Thus, E-learning comes to the approach. E-learning is identified as the process of education via computer over the Internet. Studies have shown that e-learning offers advantages to students in education. It is due to its flexibility and response to diversity. It is convenient to gain full access on educational experience. The benefit of E-learning in the working environment will be the increasing of computer literacy [23].

7. THE IMPORTANCE OF EDUCATION AND EXPERIENCE COMBINED

Eadie and Lymbery (2002)'s, the aim of which their article is aimed to provide educational experience to stimulate students to handle the organisational requirements they will be working on [7]. It reflects firstly based on the foundation of the teaching in the beginning of the module, and secondly focuses on educational experience to clarify the basic themes in the module for the students. The first module starts by identifying the nature of problem through research. It examines the external factors that affect the recent changes of welfare organizations. Moving on to the internal environment factors by knowing the team's nature and teamwork, the second module starts from the outline of the structure and understands the learning theories in the design. The module links to broader issues and it explains the

tendency to fulfil the multiple purposes. According to Smith [24], the article is about an experience he had, drawing ideas from high education's learning and teaching, and applied them in a Masters course. Smith had a traditional concept towards teacher as a conveyor of knowledge. Once he had completed a course for teachers, higher education introduced him the idea to learn and teach. Apparently, the knowledge existed was from experiences of those who worked in the field rather than theoretical studies.

8. WELL BALANCED WORK LIFE

It was suggested that an employee is able to exert high productivity level if he/she is having a positive work life balance. Thus, it leads to higher salaries paid. Job contribution refers to the extent of how a person is showing interest and commitment to their job [25]. Therefore, job satisfaction is important as it plays the emotions and feelings of an employee's experience at their work place. When having a greater productivity in work, eventually it leads to job satisfaction. According to Locke, cited by Gill, Sharma, Mathur, and Bhutani [19], Job satisfaction is defined as the self-fulfilment state of which the results of one's job in achieving the objectives of the job value. It creates positive feelings among workers, reacting towards the desire for reaching high goals.

9. DISCUSSION

Education is changing to adapt to the working lifestyle of today. As the requirement of work changes, so does the concept of education as well. The teachings of programs in school are irrelevant towards the working society, as the teachings only cover the syllabus of the topic and grant them the certificate of achievement of certain level of education. This does not necessarily imply that education is meaningless in the eye of society. Nonetheless, the concept of vocational education exists to enhance the development of vocation in a person. Vocational education focuses more on the technical skills that meets the requirement to strive for success in a work area. Furthermore, the theory of experience is about interaction. It is an interaction towards certain aspect of life which in return gains experience on the other hand. Experience helps in making better decision in life. For an experienced Professor, the Professor will be able to share out more information based on the experience he had throughout his entire life. Books and theories are useless if we were not to practice it. It is because to understand is to experience it. In the age of technology, we are to adapt to certain changes and use it for our benefit of easing work. We have to have experience in computer literacy to provide better productivity in work. In short, the existence and advancement of technology makes our life easier and better throughout our daily life. In comparison of whether education or experience being better, why not consider both together? This will help create an ideal solution in achieving a better work quality.

10. CONCLUSION

In summary, education differs from experience. Going through the path of education, one will only know what they have learnt whereas going through the path of experience, one is able to improvise and reflect upon their mistakes in due time. In other words, education and experience are both similar but different in their own ways. Ultimately, the need of knowledge of education and experience is important to diversify our actions against certain situations. Knowledge is infinite, a never ending learning process. Humans will continue to learn as long as they live.

COMPETING INTERESTS

Authors have declared that no competing interests exist.

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