

Self-regulated learning behaviour in the finance industry

Milligan, C., Fontana, R.P., Littlejohn, A., & Margaryan, A.

(accepted for publication in *Journal of Workplace Learning*)

Purpose As work practices in knowledge intensive domains become more complex, individual workers must take greater responsibility for their ongoing learning and development. This study seeks to explore the role of self-regulatory behaviours in predicting workplace learning.

Design/methodology/approach The study was conducted with knowledge workers from the finance industry. 170 participants across a range of work roles completed a questionnaire consisting of three scales derived from validated instruments (measuring learning opportunities, self-regulated learning, and learning undertaken). The relationship between the variables was tested through linear regression analysis.

Findings Data analysis confirms a relationship between the learning opportunities provided by a role, and learning undertaken. Regression analysis identifies three key SRL behaviours that appear to mediate this relationship: task interest/value, task strategies, and self-evaluation. Together they provide an insight into the learning processes that occur during intentional informal learning.

Research limitations/implications This quantitative study identifies a relationship between specific self-regulated learning behaviours and workplace learning undertaken in one sector. Qualitative studies are needed to understand the precise nature of this relationship. Follow up studies could explore whether the findings are generalizable to other contexts.

Practical implications Developing a deeper understanding of how individuals manage their day to day learning can help shape the learning and development support provided to individual knowledge workers.

Originality/value Few studies have explored the role of self-regulation in the workplace. This study adds to our understanding of this critical element of professional learning.

Keywords: workplace learning, self-regulated learning, SRL, learning, knowledge workers, intrinsic motivation