

The Adult Learning Theory

ANDRAGOGY

of Malcolm Knowles

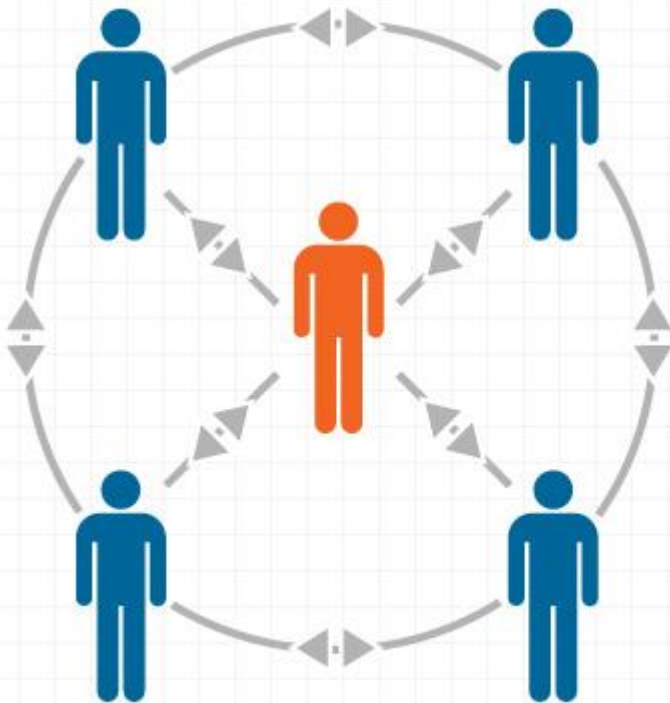


Malcolm Shepherd Knowles (1913 – 1997)

Was an American educator well known for the use of the term **Andragogy** as synonymous to the **adult education**.

According to Malcolm Knowles, **andragogy** is the art and science of adult learning, thus **andragogy** refers to any form of **adult learning**. (Kearsley, 2010).

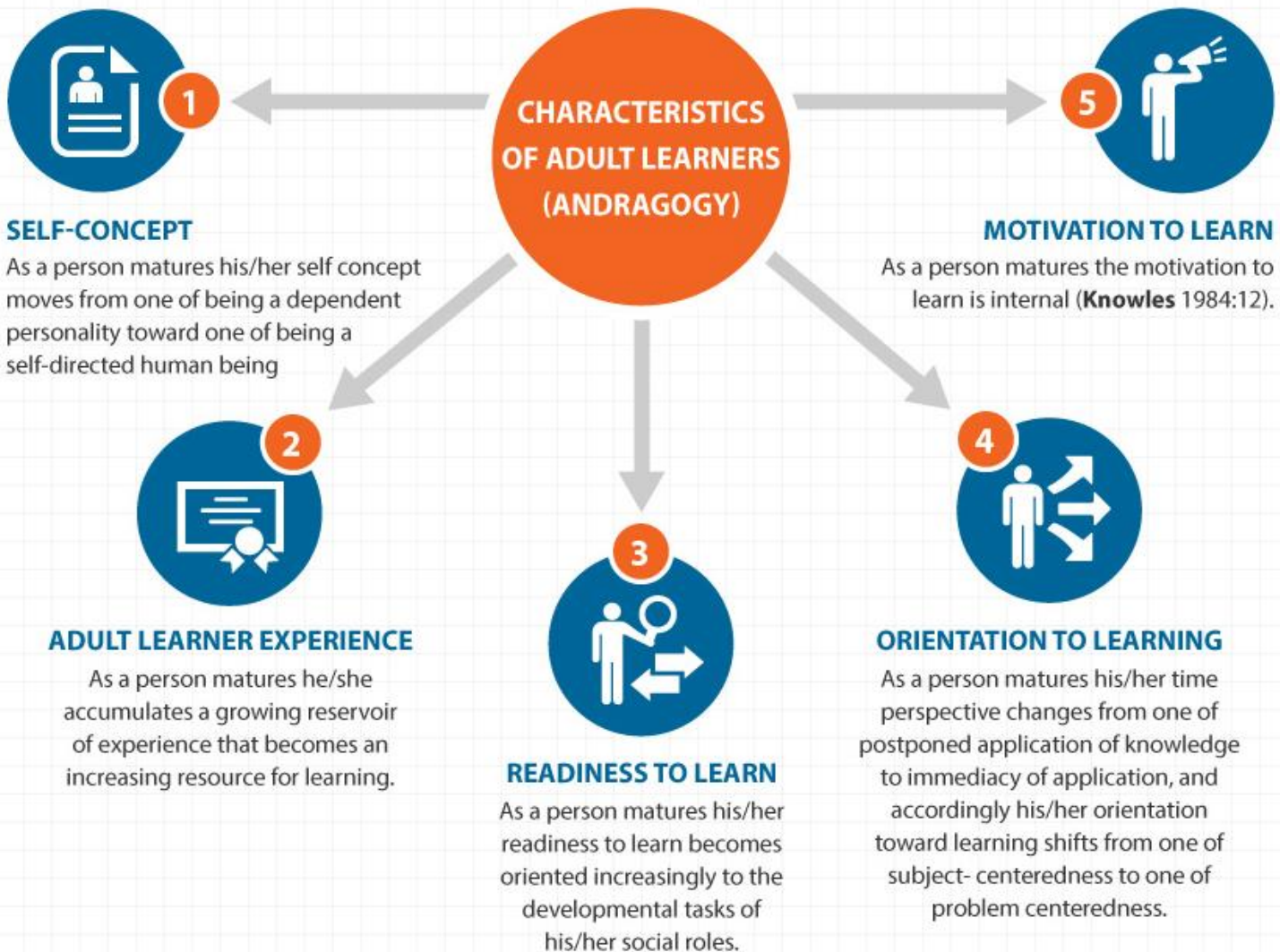
ANDRAGOGY



The term **andragogy** can be supposedly equivalent to the term pedagogy. **Andragogy** in Greek means man-leading in comparison to pedagogy, which in Greek means child-leading. However, it should be noticed that the term pedagogy is used since the Ancient Greek times while Alexander Kapp, a German educator, originally used the term **andragogy** in 1833.

5 ASSUMPTIONS OF ADULT LEARNERS

In 1980, **Knowles** made 4 **assumptions** about the **characteristics of adult learners (andragogy)** that are different from the assumptions about the characteristics of child learners (pedagogy). In 1984, **Knowles** added the 5th assumption.



KNOWLES'

4 PRINCIPLES OF ANDRAGOGY

INVOLVED ADULT LEARNERS

Adults need to be involved in the planning and evaluation of their instruction.



ADULT LEARNERS' EXPERIENCE

Experience (including mistakes) provides the basis for the learning activities.

PROBLEM-CENTERED

Adult learning is problem-centered rather than content-oriented. (Kearsley, 2010)



RELEVANCE & IMPACT TO LEARNERS' LIVES

Adults are most interested in learning subjects that have immediate relevance and impact to their job or personal life.

In 1984,
Knowles suggested
4 principles that are
applied to **adult learning**:

Assignment

- In forum discuss following questions:
 - Why principles are important in workplace learning?
 - How 4 principles of andragogy related to workplace learning?

References:

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