

Juhela. Arto 1994. **Industrial workers' attitudes to training**

–The article examines industrial workers' various attitudinal obstacles to training in connection with personnel training arranged by employers. With personally experienced training needs as the measure of willingness to participate in training, only one worker in three considers further training necessary. Employers also have their reservations because of the risk of "wasting" limited resources on "wrong" target groups. Self-initiative, willingness to participate and motivation are the foremost criteria on which to base selection of personnel to be trained. Willingness to participate in training and being selected confirm one another. The article also examines expectations regarding the instrumental value as such of training. The competitiveness of enterprises is increasingly dependent on the effectiveness of the learning environments they can build, the author observes.

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