

A CONCEPTUAL MODEL FOR IDENTIFYING CHARACTERISTICS OF LEARNING INDIVIDUALS

L.A.D.R. Harshanie* and P.L.S. Peter

*Department of Industrial Management, Faculty of Science, University of Kelaniya,
Sri Lanka*

**ruwanthi85@gmail.com*

Individual performance and contribution play a major role in the success of an organization. Thus, acquiring the best potential individuals for an organization will lead the organization to success. Organizations invest considerable resources in sourcing, training and developing its human resources in order to capitalize on their skills and competencies to enhance shareholder value.

The research study was primarily designed to develop a conceptual framework based on the characteristics of a learning individual to identify young adult students who would be successful in the Bachelor of Science in Management and Information Technology Degree offered by the Department of Industrial Management (BSc (MIT)), University of Kelaniya, Sri Lanka. These potential candidates can be categorized as learning individuals who have the capability to conceptualize, analyze, manage and grasp facts, depending on the place, nature of the problem and the situation.

The learning process and the revised Bloom's Taxonomy were integrated to create a conceptual framework for the study. Subsequently, the framework was put into practice through indicators and measures. The identified indicators were discussed and validated through an expert survey. The finalized list of characteristics was then transformed into a questionnaire which could be used as an assessment tool.

The research provides a new conceptual model for identifying learning individuals in a Sri Lankan setting. The tool could be used after validation in conjunction with other assessment tools for selecting learning individuals with identified attributes. Even though the assessment tool was generated for specific requirements of the BSc MIT degree programme, it could be used by other educational institutes offering courses to a similar group of individuals. Once the tool is validated in the next phase of the study, even organizations could adopt it with appropriate modifications and include it as part of their recruitment toolkit.