

## Experiential Learning Theory Paper Example Essay

### Introduction

Today, issues on learning are becoming more pressing due to recent economic depression resulting from the disintegration of the market. As a result, job opportunities market has decreased with increased in the competition of more college graduates as they enter the market. Additionally, non-traditional learners being produced by the current economic and job market are now in seek of college degrees and in demand of diverse and appealing classes' experiences. In reply to this stipulate, colleges are often times shifting their emphasis due to budgetary precedence to enrollment, preservation and achievement rates of the student. Due to this, most college faculty are acknowledging the need for giving more opportunities for experiential learning in their studies and making learning to be solid and pertinent to learners. As a result, more studies are emerging in colleges that are including many disciplines.

### Research Question

Are there chances of students moving easily into their chosen professions or in meeting their preferred goals when graduating in the business school curriculum?

### Literature Review

ELT draws its works in Dewey, Lewin, and Piaget's experiential works. Kolb's article (2005) quote Lewin's work saying "There is nothing as practical as a good theory" (p. 193). Also, it quotes Dewey's statement that "There is a need of forming a theory of experience in order that education may be intelligently conducted upon the basis of experience" (p. 193). ELT has been shown to be more holistic than behavioral or cognitive learning theories. According to McCarthy (2010), cognitive theory gives emphasis on cognition over affect while behavioral learning theory allows not any responsibility for consciousness and biased experience in the process of learning. Unlike cognitive and behavioral learning theories, ELT merges experience, perception, cognition, and behavior with experience being the central role in the process of ELT. Studies carried out by Kolb (2005) indicated that styles are influenced by the type of personality, specialization of education, choice of career, role, and tasks of the current job and influences from the culture. According to ELT, learning is the process where knowledge is produced via experience transformation and comes when grasping and transforming experience is combined (Kumar & Bhandarker, 2017). For effective learning to transpire, ELT follows a four cyclical process of the learning experience. "Concrete experience (CE) and abstract conceptualization (AC) depicts two polar opposite dimensions of transforming grasping experience while reflective observation (RO) and active experimentation (AE) depicts two polar opposite dimensions of transforming the experience (Kolb, 2005). ELT constructs knowledge by creating tension among the four capabilities of learning. In each specific learning situation, the student must incessantly decide which capability of learning to use. In the experience of grasping, the student takes in new info by undergoing via concrete, tangible; the world felt qualities, depending on their sanity and immersing themselves in concrete realism. The opposite can also happen where the learner can experience theoretical conceptualization. This style of learning

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[CAEL Working Paper Comparative Assessment of Experimental Learning](#),1975

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## **Table of Contents Examples Of Experiential Learning Papers**

1. Understanding the eBook Examples Of Experiential Learning Papers
  - The Rise of Digital Reading Examples Of Experiential Learning Papers
  - Advantages of eBooks Over Traditional Books
2. Identifying Examples Of Experiential Learning Papers
  - Exploring Different Genres
  - Considering Fiction vs. Non-Fiction
  - Determining Your Reading Goals
3. Choosing the Right eBook Platform
  - Popular eBook Platforms
  - Features to Look for in an Examples Of Experiential Learning Papers
  - User-Friendly Interface
4. Exploring eBook Recommendations from Examples Of Experiential Learning Papers
  - Personalized Recommendations
  - Examples Of Experiential Learning Papers User Reviews and Ratings
  - Examples Of Experiential Learning Papers and Bestseller Lists

5. Accessing Examples Of Experiential Learning Papers Free and Paid eBooks
  - Examples Of Experiential Learning Papers Public Domain eBooks
  - Examples Of Experiential Learning Papers eBook Subscription Services
  - Examples Of Experiential Learning Papers Budget-Friendly Options
6. Navigating Examples Of Experiential Learning Papers eBook Formats
  - ePUB, PDF, MOBI, and More
  - Examples Of Experiential Learning Papers Compatibility with Devices
  - Examples Of Experiential Learning Papers Enhanced eBook Features
7. Enhancing Your Reading Experience
  - Adjustable Fonts and Text Sizes of Examples Of Experiential Learning Papers
  - Highlighting and Note-Taking Examples Of Experiential Learning Papers
  - Interactive Elements Examples Of Experiential Learning Papers
8. Staying Engaged with Examples Of Experiential Learning Papers
  - Joining Online Reading Communities
  - Participating in Virtual Book Clubs
  - Following Authors and Publishers Examples Of Experiential Learning Papers
9. Balancing eBooks and Physical Books Examples Of Experiential Learning Papers
  - Benefits of a Digital Library
  - Creating a Diverse Reading Collection Examples Of Experiential Learning Papers
10. Overcoming Reading Challenges
  - Dealing with Digital Eye Strain
  - Minimizing Distractions
  - Managing Screen Time
11. Cultivating a Reading Routine Examples Of Experiential Learning Papers
  - Setting Reading Goals Examples Of Experiential Learning Papers
  - Carving Out Dedicated Reading Time
12. Sourcing Reliable Information of Examples Of Experiential Learning Papers
  - Fact-Checking eBook Content of Examples Of Experiential Learning Papers
  - Distinguishing Credible Sources
13. Promoting Lifelong Learning

- Utilizing eBooks for Skill Development
- Exploring Educational eBooks

### 14. Embracing eBook Trends

- Integration of Multimedia Elements
- Interactive and Gamified eBooks

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