

ANDRAGOGY - THE TEACHING STRATEGIES DEVELOPED FOR ADULT LEARNERS

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ABSTRACT

Adult learners are taught using andragogy, which is a type of teaching strategy. It's commonly referred to as the process of including adult learners in the framework of a learning experience. Andragogy, in this sense, is the science of understanding and supporting adults' lifelong and lifewide education.

Key words : adult learning, art and science, experimental learning , alternative to pedagogy.

1. Introduction

Adult methods of teaching using andragogy, which is a type of teaching strategy. It is frequently described as the process of including adult learners in the organization of the learning experience. Andragogy, in this context, is the science of understanding and supporting adults' lifelong and life-wide education. Andragogy is a tool to learn the art and science with an advanced learning approach as this practice is meant for all adults-centered methods of all ages. Pedagogy is also known as "teacher-centered or directive" learning, whereas andragogy is known as "learner-centered/directed" learning. This technique helps to learn and memorize faster with strategic knowledge.

1.2. *What is Andragogical learning*

In this practice, andragogy means that adult education should place a greater emphasis on the process rather than the content. Case studies, role acting, simulations, and self-evaluation are all effective strategies. Instead of lecturing or grading, instructors take on the role of facilitator or resource.

1.3. *Procedures of training adults*

- ✓ Lectures and assignments, demonstrations, group work, and conversation are all part of the curriculum.
- ✓ Lectures and homework Adult education takes numerous forms, ranging from traditional classroom instruction to self-directed learning and e-learning. This article looks at four basic strategies for teaching adults.

1.3.1 *Objective of andragogy*

- ✓ *Andragogy motivates teachers to improve their ability to relate learning experiences to what adult learners already know.*
- ✓ *Allowing for personal opinion, improved pace, and knowledge tests and re-checks assist adults in leveraging what they already know against new issues.*

1.3.2 The major difference between Andragogy and Pedagogy?

- ✓ *Adult education methods and techniques geared at self-actualization, experience and problem-solving are referred to as andragogy.*
- ✓ *In contrast, pedagogy is an educational system in which the student relies on the instructor for direction, evaluation, and knowledge acquisition.*

2. Characteristics of andragogy

- Adults need to learn something before undertaking to learn it.
- Self-concept. With maturity, self-concept moves from one of being dependent towards one of being self-directed.
- Experience.
- Orientation to learning.
- Motivation to learn new concepts of learning

Transformative thinking is a sort of mental aerobics that allows you to purposely twist and bend the essence of one concept until you arrive at a fully formed new thought. It uses the human mind's capacity to apply many thinking processes to a problem and envisage or communicate the outcomes in advance.

2.1 Father of andragogy

Adult Learning Theory, or andragogy, was developed by Malcolm Knowles in 1968. It is the notion or study of how adults learn and how it varies from children. It seeks to demonstrate how adult learning differs from other types of knowledge and to discover the learning styles that are most suited to them. The hypothesis has been expanded and changed throughout time.

2.2 What is the emphasis of andragogy?

- Andragogy is often defined as a knowledge of the science and practice of adult learning. This is in contrast to pedagogy, which is the science and practice of teaching children. Adult education is oriented on the adult learner's life.
- They are learning by practical experience, application, and experience, and, if necessary, via trial and error. Adults evaluate ideas, skills, and information through the lens of their life experiences and put them to the test in real-world situations. Adult education's goal is to make the student self-directed.



Figure-1 – Theory of adult learners

What inspires an adult to learn & imbibe the concept of learning: inquisitiveness or a simple need to know new concept. Educational researchers have come up with a collection of answers to that question over the years. Adults are complex individuals, so there's no one-size-fits to all the answer. Adult learning concepts provide a groundwork to define and "a learning need to its most suitable solution."

2.3. Theory of Adult Learner

- ✓ Adult learning theories assume that adults learn differently than children. Here are some key distinctions:
- ✓ Adults have a foundation of knowledge and life experience. They seek out ongoing learning opportunities based on their particular interests, desires, and requirements.
- ✓ Adults understand why they are learning; therefore, they are naturally motivated.
- ✓ Allowing grownups to figure things out and arrange themselves is good.
- ✓ Teachers have an essential role in imparting knowledge and directing learning activities.
- ✓ A mentor, coach, peer, or expert can effectively fill the position of "teacher."

3- Basic principles of the Andragogical approach:

The primary aim of this is to comprehend the ideas and practices of andragogy. Adult engagement in learning activities is emphasized heavily in andragogy. When adult learners enroll in educational institutions to undertake a course, they do so with a goal in mind.

- ✓ In the world around them, each learner employs a unique set of assumptions, expectations, and beliefs.
- ✓ Through problem-solving, procedural activities, and self-reflection, transformational learning aims to assist learners in changing — or transforming — their present frames of reference.

- ✓ Learning transformations occur when individuals encounter a "disorienting predicament" that calls their existence into question.
- ✓ A major goal is to understand academic topics so that they may use them to improve their well-being. One of the essential components in the acquisition of education is group interaction.
- ✓ Instructors must also guarantee that adult learners are treated with dignity and have the opportunity to share their opinions. The themes in this research article are based principles of andragogy, and teaching principles, techniques, and skills.

Furthermore, adult learners are driven to study, contribute their experiences to the classroom, and build exemplary communication skills with instructors and peers. Adult students are self-motivated. They have the autonomy to choose the learning methods and materials that are suited for them.

Conclusion

The development of the desire for learning is regarded as an essential component that allows people to grasp the topics effectively. When people are driven to study and attain academic goals, they raise knowledge about acceptable learning approaches that would be advantageous to them. Although transformational learning theory continues to be one of the most popular ideas in adult education, research on encouraging transformational learning, particularly in groups and the workplace, is limited. This article summarises some evidence of transformational learning that drove changes in practice, procedures, and organizational culture in a case study.

A variety of adult learning theories have gained prominence throughout the previous century. No one theory explains how and why adults learn the best; nonetheless, each approach throws light on a specific facet of adult learning. You may investigate the ideas to acquire insight into what motivates adults to learn and utilize this information as a foundation for your instructional design efforts.

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