

# The Transformative Use of Performance-oriented Instructional Design in Technology-enhanced Workplace Education

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15:40 – 16:05

# Presentation Outline

**Technology-enhanced workplace education**

**Performance-oriented instructional design (PID)**

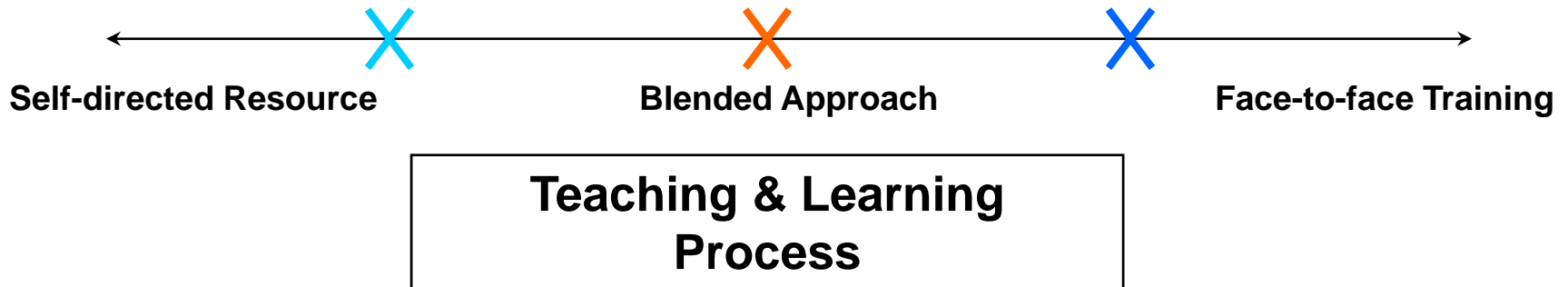
**Sample hypermedia-based courseware**

**Original teaching & learning re-examined**

**Question & Answer**

# Technology-enhanced Workplace Education

- In workplace education, technology has been increasingly adopted as a part of the delivery channels to support its overall training framework?



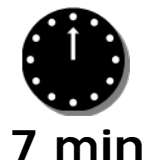
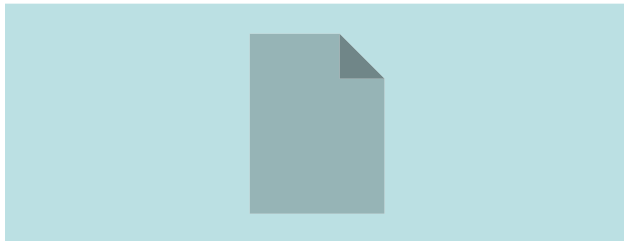
- Possible Considerations
  - Instructional/learning contexts; Training effectiveness, etc
  - Cost-effectiveness; Time-effectiveness; Accessibility; Flexibility, etc

# Performance-oriented Instructional Design (PID)

- **PID is an eLearning instructional design approach particularly suitable for workplace education, which emphasizes performance improvement/enhancement.**
- **PID, in essence, is an eclectic practice of instructional design that draws from multiple fields that help increase the chances of attaining the performance outcome(s)**
- **Examples**
  - **Instructional design principles (e.g. Briggs, Gagne & Wager 1992; Duffy & Jonnasen 1992)**
  - **Learning theories (e.g. Lave & Wenger 1991, Piaget 1954, Vygotsky 1978)**
  - **Cognitive psychology (e.g. Foshay, Silber & Stelnicki 2003, Sweller & Chandler 1991)**

# Sample Hypermedia-based Courseware

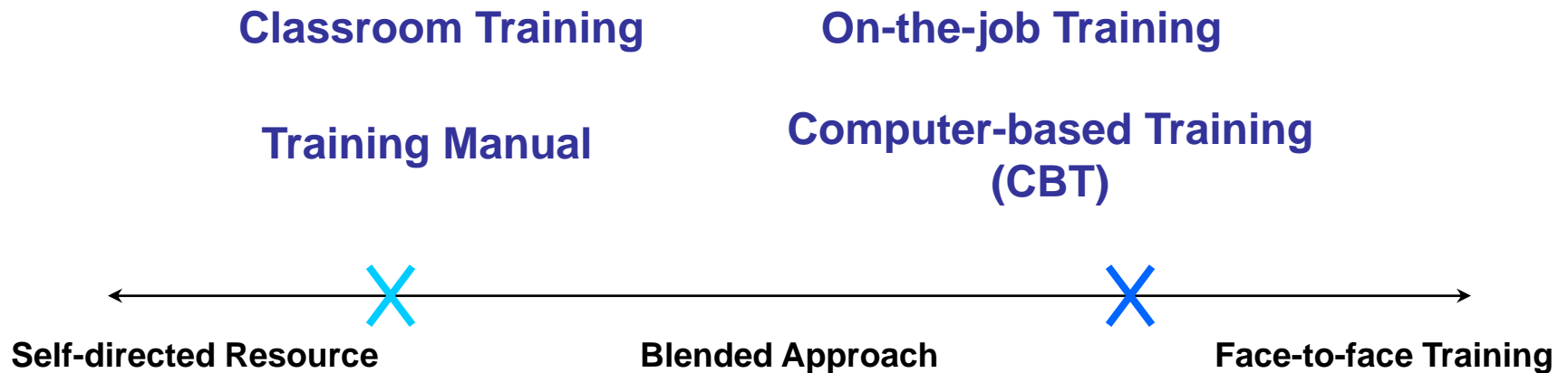
- **The sample hypermedia-based courseware to which PID was applied has the following features:**
  - **The expected performance upon the completion of instruction must be identified first;**
  - **A close alignment between the performance outcomes and the specially designed instructional events must be clearly established;**
  - **(Main point to note) the content scope of the designed instructional events must solely focus on doing instead of knowing**



7 min

# Original Teaching & Learning (T&L) Revisited

- The original T&L regarding the subject matter concerned includes:



- The performance outcomes the sample courseware helps achieve prompt trainers to rethink how to make the maximal use of the courseware in the overall T&L, for example

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