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Employees' experiences of workplace learning opportunities and workplace trust in Finland, 2004–2016

In this article, we examine with quantitative methods: 1) how experiences of workplace learning opportunities and trust are connected to socioeconomic status, gender, employer sector, and employment contract; 2) how experiences of workplace learning opportunities and trust are related; and 3) what changes have taken place in relation to the above matters between 2004 and 2016. We use data (N = 3896) from the Working Life Barometer produced by the Finnish Ministry of Economic Affairs and Employment. Throughout the period, important predictors of good workplace learning opportunities were the statuses of senior salaried employee and salaried employee as well as an open and trusting relationship between the management and subordinates. The state as an employer and a fixed-term employment predict good opportunities for workplace learning. Women perceive their opportunities for learning at work to be better than those of men. Generally, experiences of open and trustworthy relationships between the management and subordinates have improved over the past twelve years.

Keywords: workplace learning, trust, personnel training, Working Life Barometer