



The Importance of Action Learning in Higher Education

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Abstract: Modern Teaching Technologies are necessary for students as well as teachers. Therefore it is necessary to prepare them for the age of Modern Teaching Technology. Student-centered methods contain a great number of various instructional methods, for example project-based learning, problem-based learning, just-in-time teaching, and discussion methods. All these methods are inductive, based on constructivist approach. Action learning is not one specific teaching method, but rather a philosophy and an approach which encourages action within a team environment where learning is every participant's job. All action learning approaches are philosophically rooted in theories of learning from experience, as practiced collaboratively with others through some form of action research.

Key Words: Teaching method, modern teaching technologies, action Learning.

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Modern educational technology which is widely used in teaching, undoubtedly brings new vitality and great impact to education, and puts forward higher requirements for teachers. It not only requires teachers to have advanced professional knowledge, rich teaching experience and high teaching level, but also modern educational thoughts and techniques. We will give an overview of the modern teaching methods: action learning methods that are most widespread in the scientific and methodological literature and have the potential to form the competences of future professionals [5,7,8].

Action Learning is a process of insightful questioning and reflective listening. Action Learning tackles problems through a process of first asking questions to clarify the exact nature of the problem, reflecting and identifying possible solutions, and only then taking action.

The method of action learning has recently become one of the promising areas of modern education, as it provides the organization of self-learning environments. This teaching method allows students to effectively solve problems of practice-focused training. This method is implemented in group work among students. During the joint work on the problem (which is practice focused), students develop their own way to a comprehensive solution, justify that solution and conduct a presentation of their proposals. A group of teachers discusses the results of the public defence and names the winner, which makes evaluation more objective.

If this method is used by students during the period of work experience, the problems to be solved may be taken from a particular practice, which enhances the teaching potential of the method and the results obtained in the course of its implementation. Thus, learning by doing has a positive

influence on the components of professional competence through practical skills which develop the organization of joint activities and taking responsibility for one's work [4].

Action learning is one approach that can be used to address the challenge of improving management skills[6]. The ethos of action learning is to 'take an attitude of enquiry' based on the principle that experiences generate knowledge. Action learning seeks to facilitate skill development based on integration of knowledge gained from experience and knowledge gained by formal learning, underlined by critical reflection. Action learning is thus rooted in the theory and practice of adult learning [2]. This technique is well-established and has been widely used in several sectors. Action learning can be described as a continuous group-based process of engagement, learning and reflection where a group of peers meet regularly under the guidance of a trained facilitator over an extended time period. In these action learning groups, participants bring real problems to the discussion with the aim of generating innovative and creative ways of dealing with complex problems [3]. and facilitating learning through the development of practical solutions that are implemented with planned intent [1]. Sessions are conducted in a socratic manner, such that participants discuss their problems in a constant back and forth questioning and answering process that elicits critical thinking, and dialogue that encourages generation of ideas and clarification of assumptions. Moreover, the process of action learning encourages learners to reflect on and learn from their own experiences and those of their peers [3].

Organizations, leaders, team and individuals face real and complex challenges. Action Learning is a process that involves a small group of people working on real problems, taking action, and learning as individuals' team, and organization. It is an approach that helps to use the strengths, creative thinking, knowledge, experience of all resources within an organisation to solve problems.

Key aspect of Action Learning is that it does require expertise or high level of knowledge for the participants to contribute to solutions. This is a huge change in the usual approach to problem solving. Action learning process is very democratic and allows all members, equal power to contribute. People participate in their own capacity and the process allows them the opportunity to think critically, actively listen, collaborate, build on ideas, share feedback and deliberately learn in a safe environment. It is the emphasis on learning that makes the process strategic rather than tactical. Action Learning allows the group to determine the goals as discuss and discover, rather than being a rigid framework. All it requires a diverse group of people meeting and discussing a identified challenge , asking questions ,under the coaching of certified action learning coach.

Action learning can be used by individuals, teams, and organizations and can be great for personal development of individuals as well as in building a successful team and a cohesive work organization. Here is a summary of benefits for actions learning as we explore the benefits for individuals, teams and organisation[9].

Looking at the general definition of action learning it can be seen that this method is both a concept and a form of action which aims to strengthen the ability of people in everyday situations. Everyone can change the unfavorable situation for themselves with minimal outside help. With an action learning people become more critical and aware of their values, objectives, activities, and can act more rationally in the surrounding reality. In action learning it is more important what you do not know rather than what you do know, so the most important thing is to focus on the right questions, not the right answers and the most important issues are problems. Action learning allows students to work in a team and create a new foundation to solve problems.

Students with the ability of expression are more motivated to take action. This method focuses on improving and changing the current situation. To achieve the desired educational goals we should

improve the quality of implementing and promoting a conscious and critical thinking leading to the formation of many effective and efficient ways of doing things.

Thus, Action learning is an educational process where the participants study their own actions and experiences to improve performance. This is done in conjunction with others in small groups called action learning sets.

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