

Mentor and Mentee Based Learning

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Abstract : This paper presents a new method called Mentor and Mentee Based Learning. This new method is becoming more and more common especially at workplaces. This study is significant as it clearly underlines how it works well. Education has always aimed at equipping people with the necessary knowledge and information. For many decades it went on teachers' talk and chalk methods. In the second half of the nineteenth century educators felt the need for some changes in delivery systems. Some new terms like self- discovery, learner engagement, student centered learning, hands on learning have become more and more popular for such a long time. However, some educators believe that there is much room for better learning methods in many fields as they think the learners still cannot fulfill their potential capacities. Thus, new systems and methods are still being developed and applied at education centers and work places. One of the latest methods is assigning some mentors for the newly recruited employees and training them within a mentor and mentee program which allows both parties to see their strengths and weaknesses and the areas which can be improved. This paper aims at finding out the perceptions of the mentors and mentees on the programs they are offered at their workplaces and suggests some betterment alternatives. The study has been conducted via a qualitative method whereby some interviews have been done with both mentors and mentees separately and together. Results show that it is a great way to train inexperienced one and also to refresh the older ones. Some points to be improved have also been underlined. The paper shows that education is not a one way path to follow.

Keywords : learning, mentor, mentee, training

Conference Title : ICEEE 2015 : International Conference on Employment, Education and Entrepreneurship

Conference Location : Vienna, Austria

Conference Dates : June 21-22, 2015