

# A Conceptual Model of Organizational Learning Educational Environment Empowering Student Individual and Collective Learning

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**Abstract.** Changing society needs implement a change in working environments. New management styles and complexity of tasks require employees to apply new skills and competences, as well as foster continuing work place learning. Thus, universities should prepare students for complex and collective decision making in workplaces. Study process should contain not only specific subject content, but also create educational environments that develop collaborative work, problem solving and organizational learning competences. This paper aims to create a theoretical model of organizational learning educational environment empowering student individual and collective learning. This kind of educational environment should empower students to apply organizational learning in study process, creating real-life-like environments. Model created merging higher education didactics, knowledge management, work place learning and social psychology theoretical knowledge.