

external partners like higher education institutions or commercial firms" (Meister, 2001). We see that corporate universities don't train and educate only its employees but also their customers, suppliers and even sometimes the people. They have training and education goals. And the discussion starts at the point as to whether they, "offer little more than job training" or not?. We believe, Table 3 shows us how training weighs more for these universities.

Table 3

SEARCHING THE WEBSITES OF SOME CORPORATE UNIVERSITIES

University	Corporate education	Corporate training	Education	Training
Motorola	1	2	311	1075
General Motors	5	0	100	100
Sony	21	27	3340	5160
Cisco	8	30	5480	11400
Intel	0	2	6250	106000

Thompson Job Study results, in a way can be considered as evidence to show us how education and training are intermingled. There is no need to separate them. Of course education is a prerequisite of training but as time goes by the corporate view of training has begun to predominate.

We may regard education and training as two disciplines and consider corporate university as a hybrid form that uses interdisciplinary approach. The corporate university is a place where the lines between education and training get thinner and thinner. Also it is a place where we may find a synergy of education and training. Proper cooperation of these two great forces may create a huge synergy. Therefore, corporate universities ideally can be considered as the marriage of education and training or theory and practice.

Training is education in a specific context. Compared to training, education is intended to be used in many different contexts and the goals of it can not be defined and measured easily. Natalie Allen, president of the Philadelphia Academies, believes that within the next ten years the think-tank ideas about reforming urban schools will be exhausted, but that the dire problems will remain unsolved. As a result, she foresees a dramatic change; corporations will take charge of basic education because the need for educated talent will be so extreme (Hankin,