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| **MODULE TITLE** | Individual and Organisational Learning |
| **Module Code** |  |
| **Level** | 7 |
| **Credit Points** | 15 |
| **Indicative Assessment Components &** **Percentage Weightings** | Coursework 100% |
| **Pre-Requisite Modules*****(if applicable)*** |  |
| **Delivered according to Standard Academic Calendar** YES  | **Long:****2 semesters** NO | **Short:** **1 semester** YES | **Other delivery pattern:**Block |

**1 MODULE AIMS**

The module has been developed using the methodologies of experiential and action learning and is designed to develop reflective and reflexive HR practitioners. The module is designed to help students to develop an understanding of current and future issues in the world of learning and development, and to engage in the process of researching, designing and delivering learning and development strategies. There is an emphasis on developing critical and analytical skills by recording experiences using a journal, to help practitioners recognize the value and importance of continual professional development. The module seeks to stimulate a level of strategic awareness and development of knowledge in the area of HRD.

**2 MODULE LEARNING OUTCOMES**

**BY THE END OF THE MODULE YOU WILL BE ABLE TO:**

1. Understand the current state of knowledge relating to human resource development and organizational strategic capability;
2. Research, design and deliver learning and development interventions and evaluate their contribution to individual learning;
3. Critically analyse learning and development's contribution to building organizational capacity and facilitating change;
4. Understand the value of reflective and reflexive practice in developing continuing professional capability;
5. Make a contribution to strategic and operational decision making processes in an organizational context;
6. Critically evaluate the learning and development theories and methodology of the module.

3 INDICATIVE LEARNING, TEACHING AND ASSESSMENT ACTIVITIES

The module will employ experiential learning methodologies which encourage student centred learning and active engagement by students in the teaching and learning process. The initial sessions are tutor led and develop the theoretical basis for the subject, the current thinking and practice in learning and development and set up the assessment activities. Students are required to research the current themes in area of learning and development as the basis for the practical activities delivered by them during the course of the module.

The assessment is based on three tasks. The first involves working in a small group to design, develop and deliver an interactive workshop to the class on a learning and development topic. The group then submits a portfolio style assessment that aims to capture the group work process, the teaching materials developed and an evaluation of the workshop. A personal learning journal will also be kept to enable a record of learning during the module and to aid reflection on this and reflexivity for the future. This journal will help inform the third and final assessment which is an essay style assessment covering a reflective assessment of the learners journey, an element of action planning and reflexivity, learning about the topic of HRD in the workplace and a critical analysis of learning theory and the module approach.

**4 INDICATIVE MODULE CONTENTS / TOPICS**

* Experiential and Action Learning Methodologies
* The psychology of learning theory
* Human Resource Development in the knowledge economy
* Strategies for identifying training and development needs
* The integration of learning and development activity in the organisation
* Adult Learning theory
* Evaluation and measurement on ROI
* The corporate curriculum
* HRD strategies in the context of resourcing policies
* Reflective and reflexive practice and continuing professional development
* HRD and Intellectual Capital
* Learning and Development in the context of facilitating organizational change

**FURTHER INFORMATION ABOUT THIS MODULE**

* Further / additional information is available to support this module, including assessment criteria detailing how your performance in the module will be measured, how you will receive feedback, details of learning resources and key readings
* This information can be found in:
* *The course handbook*
* *The module handbook*
* *The blackboard site for the course*
* Note that this additional information may be subject to change from year to year

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