MODULE DESCRIPTOR

MODULE TITLE	Employee Learning and Development		
Module Code	44-6927-00L		
Level	6		
Credit Points	20		
Indicative Assessment Components & Percentage Weightings	Coursework 40% Coursework 60%		
Pre-Requisite Modules *(if applicable)*			
Delivered according to Standard Academic Calendar YES	**Long:** 2 semesters YES	**Short:** 1 semester NO	**Other delivery pattern:** *Please specify*

1 MODULE AIMS

The aims of this module are to:
- develop the competence to research, design and deliver development and training
  interventions;

- provide an understanding of learning and development theory and practice in the
  context of the developing the organisation's human resources;

- enable students to develop as reflective/reflexive practitioners and as independent
  learners;

- provide opportunities to explore through personal and group work the process of creative thinking and problem solving as part of an organisation's learning strategy;

- understand how learning and development strategy contributes to sustainable organisational performance.

2 MODULE LEARNING OUTCOMES
   BY THE END OF THE MODULE YOU WILL BE ABLE TO:

- Evaluate and critique the practical aspects of researching, designing and delivering development and training interventions for the organisation;

- Demonstrate high level cognitive skills through the analysis and application of the theories and research in the field of learning & development;

- Analyse the nature and value of individual and organisational learning theory in the context of Human Resource Development Strategy;

- Reflect critically on own learning and apply it in the context of future personal and professional development; and

- Appreciate and evaluate the value of group dynamics in helping provide creative solutions to problems.

3 INDICATIVE LEARNING, TEACHING AND ASSESSMENT ACTIVITIES

The module combines a traditional taught element which introduces and develops the literature and theory on learning and development in organisations. It will be delivered in a series of 3 hour seminars. The students carry out research that identifies current and future trends in learning and development which help form part of the curriculum for the module. A well as traditional teaching methods the module embraces experiential and action learning methodologies which seek to apply the students' learning through the assessment activities, student centred learning and reflective practice. There are a series of workshops which use theory and research to provide students with the knowledge and understanding to enable them to research, develop and deliver a training and development session.

Assessment is by 100% coursework to deliver the learning outcomes. The assessment has two components; a portfolio which records and evaluates the outcomes from the student's session: and a learning log which captures and explores the student's learning from the module.

ASSESSMENT STRATEGY AND METHODS

Task No.	TASK DESCRIPTION	SI Code	Task Weighting %	Word Count / Duration	In-module retrieval available
1	Coursework	CW	40%	2500 words	No
2	Coursework	CW	60%	3000 words	No

4 INDICATIVE MODULE CONTENTS / TOPICS

The module delivers the learning outcomes is two distinct sections;
Section 1:
- The nature of training & development as part of employee development;
- The theory relating to organisational learning and learning organisations;
- Carrying out research in the areas of Human Resource Development and Strategy;
- Learning methodologies and traditions; Action and Experiential Learning;
- Psychology of Learning; and
- Evaluation Identifying Training Needs and the design of learning interventions.

Section 2:
- Reflective and reflexive practice in the context of personal and professional development;
- Global and national environments for learning & development;
- Research and inquiry into strategies for learning & development;
- The manager as HR practitioner, facilitator, coach and mentor;
- Evaluation and feedback processes; and
- Action learning sets.

FURTHER INFORMATION ABOUT THIS MODULE

FURTHER / ADDITIONAL INFORMATION IS AVAILABLE TO SUPPORT THIS MODULE, INCLUDING <u>ASSESSMENT CRITERIA</u> 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 module guide.
Reading pack
The module information provide on the Blackboard site.

NOTE THAT THIS ADDITIONAL INFORMATION MAY BE SUBJECT TO CHANGE FROM YEAR TO YEAR.

FINAL TASK

According to the Assessment Strategy shown in the Module Descriptor, which task will be the LAST TASK to be taken or handed-in? (Give task number as shown in the Assessment Strategy)	Task No. 2

MODULE REFERRAL STRATEGY

Task for Task (as shown for initial assessment strategy)	Y
Single Referral Package for All Referred Students	N

<u>**REVISIONS**</u>

Date	Reason
July 2012	Assessment Framework review