

MODULE DESCRIPTOR

Module Title

Human Resource Development

Reference	BS3052	Version	1
Created	January 2024	SCQF Level	SCQF 9
Approved	July 2018	SCQF Points	30
Amended	August 2021	ECTS Points	15

Aims of Module

The aim of this module is to provide knowledge and understanding of relevant concepts, theories and models in learning and development in organisations.

Learning Outcomes for Module

On completion of this module, students are expected to be able to:

- 1 To discuss strategic alignment of learning and development in organisations
- 2 To assess how learning theories underpin learning and development approaches in organisations
- 3 To demonstrate the benefits and limitations of different learning and development approaches in organisations
- 4 To undertake a learning needs analysis in an organisational context
- 5 To formulate a learning and development activity responding to learning needs in an organisational context

Indicative Module Content

Strategic human resource development, learning theories, learning and development cycle, leadership development, sustainability/diversity and inclusion

Module Delivery

The module is delivered in Blended Learning mode using a range of structured online learning materials/activities and directed study, facilitated by weekly online tutor support. Workplace Mentor support and work-based learning activities will allow students to contextualise this learning to their own workplace. Face-to-face engagement occurs through annual induction sessions, employer work-site visits, and modular on-campus workshops.

Indicative Student Workload	Full Time	Part Time
Contact Hours	30	N/A
Non-Contact Hours	30	N/A
Placement/Work-Based Learning Experience [Notional] Hours	240	N/A
TOTAL	300	N/A
<i>Actual Placement hours for professional, statutory or regulatory body</i>	240	

ASSESSMENT PLAN

If a major/minor model is used and box is ticked, % weightings below are indicative only.

Component 1

Type: Coursework Weighting: 100% Outcomes Assessed: 1, 2, 3, 4, 5

Description: Written Assessment

MODULE PERFORMANCE DESCRIPTOR

Explanatory Text

Component 1 comprises 100% of the module grade. To pass the module, a D grade is required.

Module Grade	Minimum Requirements to achieve Module Grade:
A	A
B	B
C	C
D	D
E	E
F	F
NS	Non-submission of work by published deadline or non-attendance for examination

Module Requirements

Prerequisites for Module	None.
Corequisites for module	None.
Precluded Modules	None.

INDICATIVE BIBLIOGRAPHY

- 1 Beevers, K. and Rea, A. and Hayden, (2020) Learning and Development Practice in the Workplace. 3rd ed. London: Chartered Institute of personnel and Development
- 2 Mankin, D. (2009) Human Resource Development. Oxford: Oxford University Press
- 3 McGuire, D. (2014) Human Resource Development. 2nd ed. London: Sage