

MODULE DESCRIPTOR

Module Title

Organisational Learning and Development

| | | | |
|-----------|-------------|-------------|--------|
| Reference | BS3054 | Version | 1 |
| Created | May 2022 | SCQF Level | SCQF 9 |
| Approved | July 2019 | SCQF Points | 30 |
| Amended | August 2021 | ECTS Points | 15 |

Aims of Module

The aim of this module is to provide students with a comprehensive knowledge and understanding of relevant research and current policy and practice on learning and development in organisations.

Learning Outcomes for Module

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

- 1 Explain and critically appraise the role and management of learning and development in organisations
- 2 Identify and critically analyse different issues, theories and debates relating to learning and development in organisations
- 3 Compare and contrast different perspectives and approaches to learning and development in organisations.
- 4 Plan and design a learning and development intervention or strategy in line with wider organisational strategy.
- 5 Critically evaluate leadership and management development within the workplace.

Indicative Module Content

L&D in organisations, the L&D cycle, learning theory, diversity, leadership L&D, coaching and mentoring

Module Delivery

This module is delivered in supported online distance learning mode using a range of structured learning materials/activities and directed study, facilitated by regular online tutor contact, allowing students to contextualise their learning to their own workplace where appropriate.

Indicative Student Workload

| | Full Time | Part Time |
|--|-----------|-----------|
| Contact Hours | N/A | 30 |
| Non-Contact Hours | N/A | 270 |
| Placement/Work-Based Learning Experience [Notional] Hours | N/A | N/A |
| TOTAL | N/A | 300 |
| <i>Actual Placement hours for professional, statutory or regulatory body</i> | | |

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: Report

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