

MODULE DESCRIPTOR

Module Title

Human Resource Development

Reference	BS3056	Version	1
Created	January 2024	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 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 by supported online learning using a range of structured materials and activities, facilitated by weekly online tutor contact.

Indicative Student Workload

	Full Time	Part Time
Contact Hours	30	N/A
Non-Contact Hours	270	N/A
Placement/Work-Based Learning Experience [Notional] Hours	N/A	N/A
TOTAL	300	N/A
<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: 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