MODULE DESCRIPTOR

Module Title

HRM And OD: Theory And Practice

Reference	BS4327	Version	4
Created	April 2020	SCQF Level	SCQF 10
Approved	July 2019	SCQF Points	15
Amended	June 2020	ECTS Points	7.5

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	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

The module is delivered by workshops, seminars, interactive group work, case study tutorials and directed self-study.

Indicative Student Workload	Full Time	Part Time
Contact Hours	36	N/A
Non-Contact Hours	114	N/A
Placement/Work-Based Learning Experience [Notional] Hours	N/A	N/A
TOTAL	150	N/A
Actual Placement hours for professional, statutory or regulatory body		

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
Description:	Essay				

MODULE PERFORMANCE DESCRIPTOR

Explanatory Text

The module is assessed by one component. Coursework 100% weighting. Pass mark Grade D.

Module Grade	Minimum Requirements to achieve Module Grade:
A	At least 70% on weighted aggregate and at least 35% in each component.
B	At least 60% on weighted aggregate and at least 35% in each component.
C	At least 50% on weighted aggregate and at least 35% in each component.
D	At least 40% on weighted aggregate and at least 35% in each component.
E	At least 35% on weighted aggregate.
F	Less than 35% on weighted aggregate.
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
3	McGuire, D. (2014) Human Resource Development. 2nd ed. London: Sage