## MODULE DESCRIPTOR

### Module Title

HRM And OD: Theory And Practice

| Reference | BS4327 | Version | 5 |
|---|---|---|---|
| Created | August 2021 | SCQF Level | SCQF 10 |
| Approved | July 2019 | SCQF Points | 15 |
| Amended | August 2021 | 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

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 |
| 3 | McGuire, D. (2014) Human Resource Development. 2nd ed. London: Sage |