

## MODULE DESCRIPTOR

### Module Title

Human Resource Development

Reference	BS4338	Version	2
Created	January 2024	SCQF Level	SCQF 10
Approved	July 2019	SCQF Points	15
Amended	March 2024	ECTS Points	7.5

### Aims of Module

The aim of this module is to provide a comprehensive 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 critically discuss strategic alignment of learning and development in organisations
- 2 To assess how learning theories underpin learning and development approaches in organisations
- 3 To examine the benefits and limitations of different learning and development approaches in organisations
- 4 To illustrate the effectiveness of leadership development in organisations

### 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 lectures, tutorials including interactive group work and case studies, 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
<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  
 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:
<b>A</b>	A
<b>B</b>	B
<b>C</b>	C
<b>D</b>	D
<b>E</b>	E
<b>F</b>	F
<b>NS</b>	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