



Module Specification

Learning and Development

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Part 1: Information

Module title: Learning and Development

Module code: UMPDTH-15-M

Level: Level 7

For implementation from: 2023-24

UWE credit rating: 15

ECTS credit rating: 7.5

Faculty: Faculty of Business & Law

Department: FBL Dept of Business & Management

Partner institutions: None

Field: Human Resource Management

Module type: Module

Pre-requisites: None

Excluded combinations: None

Co-requisites: None

Continuing professional development: No

Professional, statutory or regulatory body requirements: None

Part 2: Description

Overview: This modules aims to blend theory with practice and prepare students for work as L&D or OD professionals.

Features: Not applicable

Educational aims: This modules aims to blend theory with practice and prepare students for work as L&D or OD professionals. TThe module will focus the key elements of the theories of learning and skills development. These elements inform

an understanding of how individuals learn, and how that affects what individuals choose to do long term in their employment.

Outline syllabus: Content typically includes:

Learning theories

Training cycle – needs analysis, design, implementation and delivery (including on-line and e-learning methods), evaluation

transfer of training

Organisational learning and the learning organisation

Appraisal and Learning performance with learning

Learning and development and upskilling

Occupational choice and career development

Talent Management and Succession Planning

Employability

Learning as socialisation

Barriers to learning and wellbeing

Innovation and Creativity in development of training modules for organisations

Part 3: Teaching and learning methods

Teaching and learning methods: Students will be expected to allocate time to the topic sessions – these will be via online delivery and to attend workshops. They will also be expected to engage in further reading and group based online discussions as well as independent study.

Scheduled learning: includes online lectures, and core reading and scheduled discussions and face to face workshops.

Independent Learning: includes hours engaged with additional reading and asynchronous online discussions as well as assignment preparation and completion.

Virtual Learning: This module will be supported by a range of online learning environments, such as Blackboard where a wide range of course materials will be

available. Students will be expected to access and engage with these materials throughout the module. Discussion boards will be enabled for student use and facilitated/moderated by the module leader.

Module Learning outcomes: On successful completion of this module students will achieve the following learning outcomes.

MO1 Critically evaluate learning theories, skill acquisition and individual development

MO2 Critically evaluate the training cycle of needs, with specific focus on transfer of training

MO3 Critique the organisational and social factors in training and development

MO4 Critically reflect on personal learning and development through coaching and appraisal

Hours to be allocated: 150

Contact hours:

Independent study/self-guided study = 114 hours

Face-to-face learning = 36 hours

Total = 150

Reading list: The reading list for this module can be accessed at [readinglists.uwe.ac.uk](https://rl.talis.com/3/uwe/lists/F8B6916C-4C3E-D742-52A6-7F671B9B7E21.html?lang=en-GB&login=1) via the following link <https://rl.talis.com/3/uwe/lists/F8B6916C-4C3E-D742-52A6-7F671B9B7E21.html?lang=en-GB&login=1>

Part 4: Assessment

Assessment strategy: The assessment on this module is focused on demonstrating a critical understanding of the core areas of learning, training and development through an individual portfolio.

The portfolio comprises two tasks (equivalent to 3000 words) which requires the application of key concepts in the field of L&D and could for example include a case

study analysis, the design and/or demonstration of a training session, a written reflection of a workshop activity.

Formative feedback occurs throughout the module through workshop activities, as well as group discussions both online and face to face.

Assessment tasks:

Portfolio (First Sit)

Description: The portfolio comprises tasks with an overall equivalence of 3,000 words. The tasks will assess students' ability to understand key concepts in the field of L&D and the relationship between theory and practice. Examples of potential tasks; case study analysis, design and/or demonstration of a training session, a written reflection of a class activity based on the topics covered in the module.

Weighting: 100 %

Final assessment: Yes

Group work: No

Learning outcomes tested: MO1, MO2, MO3, MO4

Portfolio (Resit)

Description: The portfolio comprises tasks with an overall equivalence of 3,000 words. The tasks will assess students' ability to understand key concepts in the field of L&D and the relationship between theory and practice. Examples of potential tasks; case study analysis, design and /or demonstration of a training session, a written reflection of a class activity based on the topics covered in the module.

Weighting: 100 %

Final assessment: Yes

Group work: No

Learning outcomes tested: MO1, MO2, MO3, MO4

Part 5: Contributes towards

This module contributes towards the following programmes of study:

Human Resource Management (International) [Frenchay] MSc 2023-24

Human Resource Management [Sep][PT][Frenchay][3yrs] MSc 2022-23