Module Specification

Learning, Training and Development

Version: 2023-24, v2.0, 23 May 2023

Contents

Part 1: Information

Module title: Learning, Training and Development

Module code: UMODST-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

Delivery locations: Not in use for Modules

Field:

Module type: Module

Pre-requisites: None

Excluded combinations: None

Co-requisites: None

Continuing professional development: Yes

Professional, statutory or regulatory body requirements: None

Part 2: Description

Overview: Not applicable

Features: Not applicable

Educational aims: This module aims to blend theory with practice and prepare students for work as a business psychologist. The 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 = 70 hours

Face-to-face learning = 80 hours

Total = 150

Reading list: The reading list for this module can be accessed at readinglists.uwe.ac.uk via the following link https://rl.talis.com/3/uwe/lists/7AC32B7D-77D3-92DE-070B-34BE60051814.html?lang=en-US&login=1

Part 4: Assessment

Assessment strategy: The assessments on this module are focused on demonstrating a critical understanding of the core areas of learning, training and development through two pieces of written work. These will evaluate key knowledge in this field. Opportunities to reflect on the key theories and evidence in terms of formative feedback will take place throughout the module workshops. Formative

feedback on these approaches will be covered through workshop activities, as well as group discussions both online and face to face.

The portfolio will assess students' ability to understand key concepts in the field of L&D and the relationship between theory and practice. The reflective part requires students to reflect on their involvement in a training session. Students should critically evaluate the training cycle, with specific focus on the transfer of training into organisations. It is expected that they will take into account organisational learning perspectives within the context of training. This assessment evaluates the students' abilities in synthesising and evaluating psychological evidence regarding learning, training and development.

Resit will be the same as the initial first sit.

Assessment components:

Portfolio (First Sit)
Description: Portfolio
Weighting: 100 %
Final assessment: Yes
Group work: No
Learning outcomes tested: MO1, MO2, MO3, MO4

Portfolio (Resit)
Description: Portfolio
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:

Business Psychology [Frenchay] MSc 2023-24

Business Psychology [Frenchay] MSc 2023-24

Business Psychology [Frenchay] MSc 2022-23