



## **Module Specification**

### **Learning and Development**

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## Part 1: Information

**Module title:** Learning and Development

**Module code:** UMPT9Q-15-M

**Level:** Level 7

**For implementation from:** 2023-24

**UWE credit rating:** 15

**ECTS credit rating:** 7.5

**College:** College of Business and Law

**School:** CBL Bristol Business School

**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. 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:** Our approach ensures a seamless and enriching student experience, combining a variety of learning materials including clear text, diagrams, animations, videos, interactive elements, quizzes, and collaborative activities.

Students are encouraged to actively engage with the content through tasks, activities, and quizzes, fostering a deeper understanding of the subject matter. These tasks are authentic, connecting learning to real-world scenarios and directly relevant to programme outcomes.

Moreover, peer learning is actively promoted, leveraging the online environment to facilitate collaborative discussions. Structured online forums will provide a platform to share, discuss, and challenge ideas, fostering a vibrant learning community where

diverse perspectives thrive.

Harnessing the power of technology, the module will make full use of online tools to engage students and foster critical thinking. Asynchronous discussion forums and collaborative tools build vibrant learning communities, enriching the educational experience beyond the digital realm.

**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 = 150 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 asynchronous demonstration of a training session, or a written reflection of an activity.

**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 asynchronous demonstration of a training session, a written reflection 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 an asynchronous training session, a written reflection of an 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 [UWE Online] MSc 2023-24