

Summary Information

Module Code	6506PSYWUC
Formal Module Title	Learning and Employee Development
Owning School	Psychology
Career	Undergraduate
Credits	20
Academic level	FHEQ Level 6
Grading Schema	40

Module Contacts

Module Leader

Contact Name	Applies to all offerings	Offerings
Ralph Pawling	Yes	N/A

Module Team Member

Contact Name	Applies to all offerings	Offerings
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Partner Module Team

Contact Name	Applies to all offerings	Offerings
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Teaching Responsibility

LJMU Schools involved in Delivery
LJMU Partner Taught

Partner Teaching Institution

Institution Name
Westford University College

Learning Methods

Learning Method Type	Hours
Lecture	32
Seminar	8

Module Offering(s)

Offering Code	Location	Start Month	Duration
JAN-PAR	PAR	January	12 Weeks
SEP-PAR	PAR	September	12 Weeks

Aims and Outcomes

Aims	1. To explore in depth the major concepts of learning theories and learning styles.2. To provide an in-depth discussion of the employee development needs, assess and train employees.3. To critically explore the role of leadership development of an employee.4. To examine and apply employee learning and development activities for organisational success.
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Learning Outcomes

After completing the module the student should be able to:

Code	Description
MLO1	Explore a range of different learning theories & learning styles.
MLO2	Critically assess the employee development needs in an organisation.
MLO3	Critically explore the role of leadership development in organisations.
MLO4	Apply employee learning and development activities in an organisational context.

Module Content

Outline Syllabus

- Learning theories, learning curve, learning cycle- Stages of learning, different learning styles- Role of training and development, benefits of training- Systematic approach to training, identifying training needs- Training needs recognition, training needs analyses- On the job training, off the job training- Training evaluation models- Leadership styles, situational leadership- Role of leadership, leadership development- Application of learning in an organisation towards employee development

Module Overview

Additional Information

The module will develop an understanding of the importance of employee development in organizations.

Assessments

Assignment Category	Assessment Name	Weight	Exam/Test Length (hours)	Learning Outcome Mapping
Essay	A series of short essays	100	0	MLO3, MLO1, MLO2, MLO4