

Liverpool John Moores University

Title: LEARNING AND EMPLOYEE DEVELOPMENT
Status: Definitive
Code: **6506PSYWUC** (128542)
Version Start Date: 01-08-2021

Owning School/Faculty: Psychology
Teaching School/Faculty: Westford University College

Team	Leader
Andy Tattersall	Y

Academic Level: FHEQ6
Credit Value: 20
Total Delivered Hours: 40
Total Learning Hours: 200
Private Study: 160

Delivery Options

Course typically offered: Semester 2

Component	Contact Hours
Lecture	32
Seminar	8

Grading Basis: 40 %

Assessment Details

Category	Short Description	Description	Weighting (%)	Exam Duration
Portfolio	Essays	Four 500 word essays on different aspects of employee learning and development	100	

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.

Learning Outcomes

After completing the module the student should be able to:

- 1 Explore a range of different learning theories & learning styles.
- 2 Critically assess the employee development needs in an organisation.
- 3 Critically explore the role of leadership development in organisations.
- 4 Apply employee learning and development activities in an organisational context.

Learning Outcomes of Assessments

The assessment item list is assessed via the learning outcomes listed:

A series of short essays 1 2 3 4

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*

Learning Activities

Lectures supported by seminars

Notes

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