

Liverpool John Moores University

Title: MANAGING DEVELOPMENT
Status: Definitive
Code: **7062BUSHM** (116637)
Version Start Date: 01-08-2018

Owning School/Faculty: Academic Portfolio
Teaching School/Faculty: Academic Portfolio

Team	Leader
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Academic Level: FHEQ7 **Credit Value:** 15 **Total Delivered Hours:** 32.5
Total Learning Hours: 150 **Private Study:** 117.5

Delivery Options

Course typically offered: Semester 1

Component	Contact Hours
Workshop	32.5

Grading Basis: 40 %

Assessment Details

Category	Short Description	Description	Weighting (%)	Exam Duration
Report	AS1	Report 1	50	
Report	AS2	Report 2	50	

Aims

To provide students with the ability to critique organisational learning as a process and the mechanisms and techniques associated with knowledge management. This module will explore the connection between learning and knowledge to develop a critical understanding of the concepts and associated theories.

The module also explores the implications for professional practice and requires learners to reflect critically on theory and practice from an ethical and professional standpoint and provides opportunities for applied learning and continuous

professional development.

Learning Outcomes

After completing the module the student should be able to:

- 1 Critically evaluate the meanings attached to the concepts of knowledge management and organisational learning and associated theories.
- 2 Analyse and critique a range of applications of the concepts in organisational practices.
- 3 Design and develop organisation-based knowledge management strategies and programmes that promote, facilitate and align processes of organisational learning, taking account of a range of contextual factors.
- 4 Manage the implementation of knowledge management strategies and processes to support and facilitate organisational learning with the engagement and support of other professionals and managers while ensuring a commitment to ethical and professional behaviour and values.
- 5 Argue the need for strategic integration of employee development policies and practice in other areas of personnel and development, and with organizational culture and objectives.

Learning Outcomes of Assessments

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

Report 1	1	2	3	4	5
Report 2	1	2	3	4	5

Outline Syllabus

Meanings attached to the concepts of knowledge management, organisational learning and associated theories

Links between organisational structures, cultures, strategies and learning

Processes of organisational learning, the notion of the learning organisation and associated critiques

Strategies and programmes that promote and facilitate alignment of learning

Implementation of knowledge management strategies and processes

Ethics and professionalism from a HR Development perspective

Learning Activities

Workshop format. Students will be required to apply their knowledge within varying organizational contexts, and to review and evaluate contemporary literature/research. Case studies will be used to assist in this process and students will discuss approaches used in known organizations. Blackboard discussion groups and on line provision of session materials.

Notes

This module is available as a module within the LJMU Masters in Human Resource Management and as a standalone module for CPD purposes.