

## Course Descriptions Exchange 2018-2019

Course Title Managing Learning & Development at the workplace  
 Course Code EBC2032  
 ECTS Credits 6,5  
 Assessment Whole/Half Grades

Period	Start	End	Mon	Tue	Wed	Thu	Fri
1	3-9-2018	26-10-2018		X			X

Level Introductory

Coordinator Simon Beausaert, Michael Hoven For more information:s.beausaert@maastrichtuniversity.nl; f.hoven@maastrichtuniversity.nl

Language of instruction English

Goals Students understand and are able to apply concepts and theories of learning and knowledge-use in a workplace context.

Description Why is it so difficult to capture and disseminate knowledge? Why is sharing expertise within teams, organisations or companies a challenge for experts and managers? Why is learning from each other in small groups and teams so difficult? Why does training not automatically result in increased performance? How can professional learning be supported on an organisational level?

This course is relevant for students who are interested in socio-cognitive foundations of learning, training and development. Students are introduced in the emerging field of professional learning of individuals and teams in an organisational setting. The course is based on insights from the cognitive and learning sciences. It analyses learning demands within organisations, and identifies key variables that play a role when people learn together in a training setting or at the workplace. Critical design rules are identified which stimulate learning in Organisations.

Theoretical insights are applied in the analysis of an organisational case about professional learning. For this course, students will go to organisation where they will conduct an interview to collect data about the practice of professional learning. The final report contains a scientific reflection on this professional learning practice which will be handed over to the organisation.

The course consists of three tracks:

- 1) PBL stage. The literature will be discussed in tutorials. Students lead this discussion in couples which will be graded.
- 2) Project stage. Student teams will describe an organisational case and apply relevant literature to that case. The report will be graded.
- 3) Feedback track. During feedback sessions the teams will give each other written and oral feedback on the draft reports. This feedback is graded.

Literature No handbook  
 Specific articles are selected.

Prerequisites Exchange students need to have an advanced level of written and oral English in order to be able to conduct the interview and write the report. Students need to be interested in issues of Learning behavior, Education, and Training in organisations.

Teaching methods PBL / Assignment / Groupwork

Assessment methods Final Paper / Attendance / Participation

Evaluation in previous academic year For the complete evaluation of this course please click <http://iwio-sbe.maastrichtuniversity.nl/rapporten.asp?referrer=codeUM>

This course belongs to the following programme / specialisation

SBE Exchange Bachelor	Bachelor Exchange Courses
SBE Exchange Master	Bachelor Exchange Courses
SBE Non Degree Courses	Bachelor Courses