

## Course Descriptions NonDegree 2020-2021

Course Title Cognition, Learning and Human Performance  
 Course Code EBC2031  
 ECTS Credits 6,5  
 Assessment Whole/Half Grades

| Period | Start    | End       | Mon | Tue | Wed | Thu | Fri |
|--------|----------|-----------|-----|-----|-----|-----|-----|
| 4      | 1-2-2021 | 26-3-2021 | X   |     |     | X   |     |

Level Introductory  
 Coordinator Wendy Nuis For more information: [w.nuis@maastrichtuniversity.nl](mailto:w.nuis@maastrichtuniversity.nl)  
 Language of instruction English

Goals You will explore and apply theoretical concepts of cognitive psychology to develop an understanding about what enables professionals to become top performers in their field. Throughout the course, you will develop the skill to apply theoretical concepts to (business) practice, cases, as well as to your own experiences and educational situation. This transfer will be done through modeling complex situations and formulating specific implications and recommendations. You will also learn to manage your own and others' learning with a special emphasis on feedback-seeking.

Description PLEASE NOTE THAT THE INFORMATION ABOUT THE TEACHING AND ASSESSMENT METHOD(S) USED IN THIS COURSE IS WITH RESERVATION. THE INFORMATION PROVIDED HERE IS BASED ON THE COURSE SETUP PRIOR TO THE CORONAVIRUS CRISIS. AS A CONSEQUENCE OF THE CRISIS, COURSE COORDINATORS MAY BE FORCED TO CHANGE THE TEACHING AND ASSESSMENT METHODS USED. THE MOST UP-TO-DATE INFORMATION ABOUT THE TEACHING/ASSESSMENT METHOD(S) WILL BE AVAILABLE IN THE COURSE SYLLABUS. When do smart people make stupid decisions? Why can't you force people to be creative? How do you become an expert at something? And why do some experts fail, make mistakes, or become overconfident in decision making?

The present course analyzes and examines how people make decisions in business and everyday life. Based on insights from cognitive psychology we explore how professionals make decisions and learn in different work settings. Specifically we will study such topics as cognitive biases, creativity, learning from failure, and expertise development. The course provides a strong foundation in cognitive psychology that can contribute to your understanding in many different domains, such as (behavioral) economics, finance and marketing.

Learning in this course is based on a series of experiments conducted in the classroom and through projects and assignments with your peers, tutor, and in small groups to understand the nature of cognition in the business context.

Literature An e-reader has been compiled with introductory book chapters, academic articles and non-fiction book chapters.

Prerequisites Students need to be interested in issues of decision-making, learning and human performance. An advanced level of English is crucial to engage in all activities in this course.

Teaching methods PBL / Presentation / Assignment / Papers / Groupwork

Assessment methods Final Paper / Attendance

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

|  |                           |
|--|---------------------------|
| Pre-master Learning and Development in Organisations | Disciplinary Course(s)    |
| SBE Exchange Bachelor                                | Bachelor Exchange Courses |
| SBE Exchange Master                                  | Bachelor Exchange Courses |
| SBE Non Degree Courses                               | Bachelor Courses          |