

## Course Descriptions Master 2018-2019

Course Title Theories and models of learning  
 Course Code EBC4102  
 ECTS Credits 6,5  
 Assessment None

Period	Period	Start	End	Mon	Tue	Wed	Thu	Fri
2	29-10-2018	21-12-2018	X				X	X

Level Advanced

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Language of instruction English

Goals What is expertise and how is it developed? How do people acquire knowledge and skills? What are the specific characteristics of adult learning? And how is this related to characteristics of the workplace? These questions are addressed in this course. Students will be trained in using theories and models of Expertise Development. Key issues in cognitive and applied psychology will be covered to develop an understanding how training and experience can leverage expert performance.

Description The present course examines how organizations can address learning and development issues of its employees, why maintenance of expertise is an important issue, and what the consequences are for training, sharing expertise, and knowledge management. It centers on the pivotal role of understanding how people learn and acquire expertise in a domain. It focuses on sophisticated theories and models which can serve as the foundation of training design and delivery, and provides enhanced understanding of the changing nature of work and the strategic value of learning for organizations.

Literature Kozlowski, S.W.J., & Salas, E. (2010). Learning, Training and Development in Organizations. New York, NY: Routledge. ISBN 978-0-8058-5559-3.

Prerequisites This specialized course requires a basic understanding of cognitive psychology, research on human information processing, and the social nature of learning. As foundation literature the following handbook is recommended:  
 Sternberg, R., & Sternberg, K. (2016). Cognitive Psychology, 7th Edition. ISBN-10: 1305644654, ISBN-13: 9781305644656.

Teaching methods PBL / Presentation / Assignment / Papers / Groupwork

Assessment methods Final Paper

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

Master Management of Learning

Compulsory Courses