Course Descriptions None 2015-2016

Course Title	Organisational Learning and Development
Course Code	EBC4048
ECTS Credits	6,5
Assessment	Whole/Half Grades

Period

Period	Start	End	Mon	Tue	Wed	Thu	Fri
2	26-10-2015	18-12-2015	X/E		X/E		

Level	Advanced
Coordinator	Melvyn Hamstra For more information:m.hamstra@maastrichtuniversity.nl
Language of instruction	English
Goals	Being familiar with theories and empirical research on Organisational learning and development. Being able to handle the diagnosis and analysis of issues in Organisational learning and development. Being able to apply Organisational learning and development principles into practice. Being able to reflect on own experiences during the course.
Description	Organisational learning refers to the processes of discovery of relevant new knowledge, diffusion of this knowledge to people in the Organisation who need it, and application of the knowledge to improve internal processes and external adaptation. The successful application of new knowledge and experiences includes incorporating it in such a way that it will be retained as long as it remains necessary and relevant. Organisational learning is an important determinant of long-term performance and survival for Organisations (see Yukl, 2009). In the course, we will certainly pay attention to the bright side of learning Organisations, but we will also focus on Organisations dealing with failure and how they can be encouraged to learn from failures. Both successes and failures can be very complicated and multifaceted and offer plenty of learning experiences. Note: Exercises and Assignments will be part of the assessment methods.
Literature	To be announced on Eleum.
Prerequisites	Courses and workload are very demanding for all IB Master courses. Exchange students need to have obtained a Bachelor degree in business. An advanced level of English.
Teaching methods	PBL / Presentation / Lecture / Assignment / Papers / Groupwork
Assessment methods	Final Paper / 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

Master Business Research	IB Electives
Master Business Research Track OR	IB Electives
Master Human Decision Science	Electives
Master International Business Track Accountancy	Electives
Master International Business Track Controlling	Electives
Master International Business Track Entrepreneurship	Electives
Master International Business Track Finance	Electives
Master International Business Track Organisation	Electives
Master International Business Track Organisation	Organisation
Master International Business Track Strategy and Innovation	Electives
Master International Business Track Sustainable Finance	Electives
Master Management of Learning	Compulsory Courses
SBE Exchange Master	Master Exchange Courses
SBE Non Degree Courses	Master Courses