Course Descriptions None 2019-2020

Course Title	Theories and models of learning
Course Code	EBC4102
ECTS Credits	6,5
Assessment	Whole/Half Grades

Period

Period	Start	End	Mon	Tue	Wed	Thu	Fri
2	28-10-2019	20-12-2019	X			X	X

Level	Advanced
Coordinator	Wim Gijselaers For more information:w.gijselaers@maastrichtuniversity.nl
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	Ericsson, A., & Pool, R. (2016). Peak: Secrets from the New Science of Expertise. New York: Houghton, Mifflin, Harcourt.
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 Learning and Development in Organisations	Compulsory Course(s)