

Course Descriptions None 2022-2023

Course Title	Supporting Learning at the Workplace																
Course Code	EBC4100																
ECTS Credits	6,5																
Assessment	Whole/Half Grades																
Period	<table border="1"> <thead> <tr> <th>Period</th> <th>Start</th> <th>End</th> <th>Mon</th> <th>Tue</th> <th>Wed</th> <th>Thu</th> <th>Fri</th> </tr> </thead> <tbody> <tr> <td>5</td> <td>17-4-2023</td> <td>9-6-2023</td> <td>C</td> <td></td> <td></td> <td></td> <td></td> </tr> </tbody> </table>	Period	Start	End	Mon	Tue	Wed	Thu	Fri	5	17-4-2023	9-6-2023	C				
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5	17-4-2023	9-6-2023	C														
Level	Advanced																
Coordinator	Simon Beusaert For more information:s.beusaert@maastrichtuniversity.nl																
Language of instruction	English																
Goals	<p>Specific competencies</p> <p>(1) Position learning and development as part of the organisational strategy Specify the contribution of development and training to organisational development and strategic positioning of the organisation Design for learning in organisations on the level of individuals, teams and organisation Identify and improve organisational culture and values supportive for learning and development</p> <p>(2) Develop a learning and development policy Understand learning of individuals and workgroups in organisations Identify training and development needs (on individual, team and organisational level) Devise HRD policies and implementation plans Implement HRD plans (including the 'make or buy' decisions on training programmes) Evaluate the contribution and role of HRD to an organisation</p> <p>(3) Manage the quality of the learning and development-function Introduce improvements to HRD in an organisation Monitor and control the use of resources Accountability: monitoring the (cost) effectiveness of learning and development programmes</p> <p>Generic competencies: Awareness of broader context Problem-solving skills Interpersonal and team-working skills Project management</p>																
Description	<p>PLEASE NOTE THAT THE INFORMATION ABOUT THE TEACHING AND ASSESSMENT METHOD(S) USED IN THIS COURSE IS WITH RESERVATION. A RE-EMERGENCE OF THE CORONAVIRUS AND NEW COUNTERMEASURES BY THE DUTCH GOVERNMENT MIGHT FORCE COORDINATORS 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.</p> <p>The central question in this course is: how to organize Learning and Development (L&D) as strategic tools in an Organisation? The course focuses on how issues of Professional Learning, Training and Development (L,T&D) are dealt with in organisations and the challenges they face when (re-)designing, implementing and evaluating L,T&D programs or tools. More specifically, the course addresses how organisations connect L, T&D to their strategic plans in order to make Professional Learning a strategic tool in itself.</p> <p>Objectives</p> <ul style="list-style-type: none"> * Being able to analyse the contextual factors within and outside an Organisation that influence how an Organisation positions and develops L&D trajectories * Understanding various tools for supporting L&D and being able to define the criteria for selecting appropriate tools within the context of an Organisation * Being able to formulate and argue upon suggestions for the design of L&D trajectories, taking into account the insights concerning the context of an Organisation (e.g., labour market, external environment of an Organisation), theories of learning and development, and the role of the Organisational mission and strategic plans. 																
Literature	Builds further on literature from previous courses																
Prerequisites	This course is NOT open for NON master MOL students!																
Teaching methods	Lecture / Groupwork / Coaching																
Assessment methods	Final Paper / Presentation																
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)																