Course Descriptions None 2024-2025

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

Period

Period	Start	End	Mon	Tue	Wed	Thu	Fri
2	28-10-2024	15-12-2024	X		X		

Level	Intermediate/Advanced
Coordinator	Anna Huppertz For more information:anna.huppertz@maastrichtuniversity.nl
Language of instruction	English

Goals

Knowledge and insight
* Students demonstrate an advanced understanding of multi-faceted business problems related to learning in organisations.
* Students know how to find, evaluate, and use scientific insights to address business problems with practical solutions.

Academic judgement
* Write rigorous and original academic piece that evaluates non-academic solutions based on their evidential base (written communication).

Global citizenship
* Students evaluate the impact of their proposed solutions to practical problems on others, and consider these implications accordingly.

Interpersonal competencies
* Effectively communicate to specialist and non-specialist audiences. This includes demonstrating strong presentation skills, project-management skills, interpersonal skills, and a high level of argumentation and context sensitivity.
* Students initiate action by providing clear instructions and take responsibility for the learning experience of their fellow students.
* Students create a psychologically safe and constructive learning environment where students show reciprocal respect. Guide a workshop session that has a clear objective, a sound intervention, and a proper debriefing that allows for continued group functioning.
* Students effectively function in diverse environments and work in diverse teams.

Self-leadership
* Students demonstrate the ability to plan ahead to meet various deadlines, and work effectively towards them.
* Students clearly formulate their expectations and their own contributions to goal achievement, and actively pursue avenues for professional progress.
* Share constructive feedback in a meaningful and responsible way. Respond to received feedback by recognising its relevance and transfer it to the task. Identify beneficial learning conditions for yourself and others and continuously reflect upon and develop these learning conditions.

Description

Organizational learning refers to processes of discovering new knowledge at individual, team, and organizational levels, and capturing knowledge in repositories such as procedures, systems, and culture. By learning, firms improve their internal processes, external adaptation, and performance. It is therefore not surprising that learning is at the core of many modern practices such as Lean Management, Scrum, Agility, and so on. This course addresses classic and contemporary theory on organizational learning in order to understand how to improve learning in organizations.

Literature

To be announced: academic articles

Prerequisites

This course is in transition for the master Business Research.
See the Master Education and Examination Regulations for more information.

The following rule applies to master Business Research students who started the programme prior to academic year 2024-2025.
TRANSITIONAL REGULATION (EBC4048):
The master Business Research has been discontinued.
Courses of the Business Research master's programme will continue to be offered until and including academic year 2025-2026 with exam opportunities running until and including 2026-2027.

PREREQUISITES:
Courses and workload are very demanding for all IB master courses. Exchange students need to have obtained a Bachelor degree in business.
Advanced level of English.

Teaching methods	PBL / Assignment / Papers / Groupwork
Assessment methods	Final Paper / Attendance / Participation / Assignment
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 - No specialisation	Transitional Regulation
Master Business Research - Operations Research	Transitional Regulation
Master Human Decision Science	Cancelled
Master International Business - Accounting and Business Information Technology	Elective Course(s)
Master International Business - Entrepreneurship and Business Development	Elective Course(s)
Master International Business - Managerial Decision-Making and Control	Elective Course(s)
Master International Business - Information Management and Business Intelligence	Elective Course(s)
Master International Business - Marketing-Finance	Elective Course(s)
Master International Business - Organisation: Management, Change and Consultancy	Compulsory Course(s)
Master International Business - Strategic Corporate Finance	Elective Course(s)
Master International Business - Strategic Marketing	Elective Course(s)
Master International Business - Strategy and Innovation	Elective Course(s)
Master International Business - Supply Chain Management	Elective Course(s)
Master International Business - Sustainable Finance	Elective Course(s)
Master Learning and Development in Organisations	Compulsory Course(s)
SBE Exchange Master	Master Exchange Courses
SBE Non Degree Courses	Master Courses