

## COURSE DETAIL

### MANAGING LEARNING AND DEVELOPMENT AT THE WORKPLACE

**Country**

Netherlands

**Host Institution**

Maastricht University - School of Business and Economics

**Program(s)**

Business and Economics, Maastricht

**UCEAP Course Level**

Upper Division

**UCEAP Subject Area(s)**

Economics Business Administration

**UCEAP Course Number**

120

**UCEAP Course Suffix****UCEAP Official Title**

MANAGING LEARNING AND DEVELOPMENT AT THE WORKPLACE

**UCEAP Transcript Title**

DEVELPMNT WORKPLACE

**UCEAP Quarter Units**

6.00

**UCEAP Semester Units**

4.00

## Course Description

This course covers individual, team, and organizational perspectives on learning and, subsequently, how learning, training, and development can be managed. The emerging field of professional learning of individuals and teams in an organizational setting is introduced. The course is based on insights from cognitive and learning sciences as well as organizational studies and human resource development. It analyses learning needs within organizations and identifies key variables that play a role when employees learn in a training setting or informally. Critical factors are identified that stimulate or hinder learning in organizations. Theoretical insights are applied to the analysis of organizational cases about professional learning. Additionally, students take on the role of consultants where they interview and advise an existing organization on improving its learning and development policies. The final report contains a scientific reflection on this professional learning practice, which will also be communicated to the organization.

### Language(s) of Instruction

English

### Host Institution Course Number

EBC2032

### Host Institution Course Title

MANAGING LEARNING AND DEVELOPMENT AT THE WORKPLACE

### Host Institution Campus

Maastricht University

### Host Institution Faculty

School of Business & Economics

### Host Institution Degree

### Host Institution Department

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