

4 credits

30.0 h

Q2

Teacher(s)	Raemdonck Isabel ;
Language :	English
Place of the course	Louvain-la-Neuve
Main themes	New perspective on professional learning and development: trends Formal and informal learning at work Characteristics of the learners at work: Motivation in adult learners Characteristics of the learning work environment: Workplace affordances and Organizational learning climate Supporting professional learning and development at work
Aims	<p> A1. control knowledge about explaining and understanding of an individual, a group or an organization; A2. analyze, criticize in a argued way and model a situation (individual, group or organization) in reference to theories, research results, methods and tools related to psychology. B1. control knowledge in connection with the interventions aiming at improving a given situation (individual, group or organization); B2. plan an intervention aiming at improving a given situation (individual, group or organization); C1. present (oral and written) a synthesis by adapting it to different public; E2. identify the contribution and the increment value of the scientific research in psychology and sciences of education on its comprehension of situations; </p> <p>-----</p> <p> <i>The contribution of this Teaching Unit to the development and command of the skills and learning outcomes of the programme(s) can be accessed at the end of this sheet, in the section entitled "Programmes/courses offering this Teaching Unit".</i> </p>
Content	This course provides an overview of the state-of-the-art theory, research, and practice in the field of professional learning and development. In the course we first elaborate on the role of learning and professional development in a knowledge economy and as essential part of an organizational strategy. A broad perspective on professional learning and development is put forward. Different theories and models of professional learning are discussed at multiple levels: individual, team, organization and network. The role of informal learning at work is put forward. Second, the characteristics of the learner at work at different professional stages are outlined: in the beginning and in the second half of the career. We will center on understanding the role of motivation in how adults learn and acquire expertise in a professional domain. Next, we discover why the workplace environment plays a major role in professional learning and development of workers. We will identify job characteristics that enhance or hinder learning and the different aspects of a powerful organizational learning climate. At last, various ways to facilitate formal and informal learning and development at work are discussed and illustrated (practices and tools).
Inline resources	The course is available via Moodle Articles in English
Faculty or entity in charge	EPSY

Programmes containing this learning unit (UE)				
Program title	Acronym	Credits	Prerequisite	Aims
Master [120] in Psychology	PSY2M	4		