

Learning in the workplace

4.00 credits

2022

Q2

30.0 h

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| 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 | | | | |
| Learning outcomes | At the end of this learning unit, the student is able to : 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; | | | | |
| Evaluation methods | Development of a case, managing the class when students work on the case and active contribution in analysing the given cases/6 Written exam (closed book):/14 Total : /20 Session 2: written exam (/14) + transfer note given for the work on the different cases | | | | |
| Teaching methods | The course is given in English. Mandatory reading of texts before coming to the lecture. During the course, presentation by teacher, practicians, experts concerning à theme. After the lecture, one or two groups prepare a case which allows the other students to apply the concepts and analyse a case via a given theoretical model. | | | | |
| Content | This course provides an overviewof 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. The role of informal learning at work is put forward and the different forms of informal learning are explained. Second, the characteristics and engagement of the learner at work at different professional stages are outlined. 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 the different aspects of a powerful organizational learning climate. Job crafting, strength use and playful work design are also discussed. At last, various ways to facilitate formal and informal learning at work are discussed and illustrated (practices, systems and tools). | | | | |
| Inline resources | The course is available via Moodle Articles in English. These ar structured per theme on Moodle | | | | |
| Faculty or entity in charge | EPSY | | | | |

| Programmes containing this learning unit (UE) | | | | | | |
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| Program title | Acronym | Credits | Prerequisite | Learning outcomes | | |
| Master [120] in Psychology | PSY2M | 4 | | ٩ | | |