

4.00 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
Learning outcomes	<p>At the end of this learning unit, the student is able to :</p> <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.</p> <p>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);</p> <p>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>
Evaluation methods	<ul style="list-style-type: none"> •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, practitioners, 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 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. 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 development of workers. We will identify job characteristics that enhance or hinder 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 are structured per theme on Moodle
Faculty or entity in charge	EPSY

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