

MINOR PROFESSIONAL LEARNING IN ORGANISATIONS

This 15 EC module in Q1B, is about the learning and development of professionals in the workplace. The core of the module is a project in which you work in a small consultancy team for an organization (e.g. in healthcare, high-tech, production or education) in the region. Your challenge is to provide a professional advice to your client organization about a challenge regarding the learning and development of their employees.



WHY CHOOSE THIS MINOR?

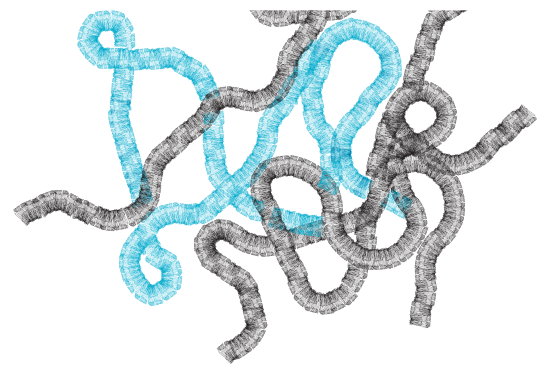
Increasingly we hear that organisations must change their ways of operating quickly and efficiently in response to the changing world. In the current knowledge economy, the radical increase of information technology and new ways of organising (e.g. self-management) have transformed modes of doing business, the nature of services and products, and therefore also how learning can be facilitated in organisations. These changes have contributed to a belief that professional learning and continuous improvement are crucial for maintaining a competitive advantage and the innovation of work processes, products and services. This stresses the importance of a competent workforce, and has propelled employee learning and development to the forefront.

After completing this module successfully, and after obtaining your bachelor's degree, you might qualify for direct access to the UT Master's programme Educational Science and Technology.

MINOR INFORMATION

Within the module **Professional Learning in Organisations** you will acquire knowledge on how employees learn within their jobs and you will apply this theory to systematically analyse a real-life problem in an organisation. You will gain insight in which individual, group and organisational factors may support or hinder professionals to learn. Additionally you will develop important skills needed for doing field research, giving advice and working as a professional practitioner in Human Resource Development (HRD).

In the theory part of the module you get acquainted with basic theories from the Human Resource Development field. Here we focus on understanding how employees, teams and organisations learn and how professional learning can be facilitated and supported. These theories serve as a framework for working on a project.



"We have been able to get a good impression of the workfield."



BRANDWEER



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Examples of questions you may work on in the project are:

How can we improve the motivation of employees to participate in training programmes offered by a large hospital?

How can a big production company support knowledge sharing of their sales staff who are spread across multiple countries?

How can a local technical maintenance company help develop self-management skills of its engineering staff?

Quotes from students who did this module before were:

"We were taken very seriously, we learned to see ourselves as professionals. Challenging!"

"...I found it very valuable to be able to apply the gained knowledge in practice instead of always working on the university campus itself."

"The relationship with the teachers was very good. We could co-decide a lot about the module, they really listened to our feedback."

After completing this module successfully, and after obtaining your UT social-science bachelor's degree, you might qualify for direct access to the Master's programme Educational Science and Technology.

(subject to individual assessment by EST Admission Committee; for more information contact EST study adviser y.c.h.dethouars@utwente.nl)

ABOUT THE MASTER EDUCATIONAL SCIENCE AND TECHNOLOGY (EST)

Education is one of the key factors that bring growth and progress into society. But what does education ideally look like in the 21st century? What motivates people to engage in learning? And what is the possible impact of technology on learning and personal development? The Master's in Educational Science & Technology turns you into an educational expert, substantially improving learning processes and environments.

This one-year Master's programme is for anyone who is fascinated by facilitating learning but does not necessarily dream of becoming a teacher. You will learn to design and evaluate learning scenarios in schools and organisations. This means that the scope of this Master's is very wide: from designing learning materials for primary school children and young people in secondary and higher education, to training and leadership development for adult employees, such as nurses, teachers, civil servants or managers. Within the EST programme you can choose your preferred focal area. Eventually, you will engage in meaningful educational breakthroughs as a researcher, designer or consultant.

MORE INFORMATION

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For more information about this minor and for general information about minors:
www.utwente.nl/minor