

## Module specification

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*Refer to guidance notes for completion of each section of the specification.*

Module Code	ONLM723
Module Title	Effective Workplace Training and Coaching
Level	7
Credit value	15
Faculty	FSALs
HECoS Code	100079
Cost Code	GABP

## Programmes in which module to be offered

Programme title	Is the module core or option for this programme
MSc Organisational Psychology	Core

## Pre-requisites

None

## Breakdown of module hours

Learning and teaching hours	15 hrs
Placement tutor support	0 hrs
Supervised learning e.g. practical classes, workshops	0 hrs
Project supervision (level 6 projects and dissertation modules only)	0 hrs
<b>Total active learning and teaching hours</b>	<b>15 hrs</b>
Placement / work based learning	0 hrs
Guided independent study	135 hrs
<b>Module duration (total hours)</b>	<b>150 hrs</b>

<b>For office use only</b>	
Initial approval date	29th July 2024
With effect from date	September 2024
Date and details of revision	
Version number	1

## Module aims

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This module will develop your understanding and skills in workplace training and coaching, focusing on the integration of theory and practice to address organisational challenges. It covers psychological foundations and principles of training and coaching, design and delivery of training, performance management, and research and evaluation methods.

## Module Learning Outcomes - at the end of this module, students will be able to:

1	Critically appraise the psychological foundations and principles of workplace training and learning and development.
2	Critically appraise the psychological foundations and principles of workplace coaching.
3	Formulate evidence-based strategies for workplace training design and delivery.
4	Critically assess approaches to performance management and feedback in workplaces.
5	Critically analyse qualitative and quantitative research and evaluation methods in workplace training and coaching.

## Assessment

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Indicative Assessment Tasks:

### Formative Assessment

Formative assessment for this module may include:

End of lesson questions or quizzes, to check knowledge at the end of each unit and module, feedback on subject discussion forums, sharing experiences in groups, self and peer assessment and one-minute papers, to demonstrate understanding and progress of subject knowledge, and improve learning.



## Summative Assessment

### Assessment 1

Via a case study, learners will present a written critical review in a format of their choice of the psychological foundations of workplace training and coaching and the diverse influence and impact each has within the workplace. (Indicative word count – 1,000 words).

### Assignment 2

Learners are to present an assessment portfolio of written work, evidencing their critical and workplace research, knowledge and skills in training and coaching, demonstrating evidence of strategic design and developing competences to address ongoing and expanding complex workplace challenges. (Indicative word count – 2,000 words).

Assessment number	Learning Outcomes to be met	Type of assessment	Weighting (%)
1	1, 2	Written Assignment	40%
2	3, 4, 5	Portfolio	60%

## Derogations

None

## Learning and Teaching Strategies

The overall learning and teaching strategy is one of guided independent study, in the form of distance learning requiring ongoing student engagement. Online material will provide the foundation of the learning resources, to support a blended approach, requiring the students to log-in and engage on a regular basis throughout the eight-week period of the module. There will be a mix of recorded lectures and supporting notes/slides, containing embedded digital content and self-checks for students to complete as they work through the material and undertake the assessment tasks. The use of a range digital tools via the virtual learning environment together with additional sources of reading will also be utilised to accommodate learning styles. There is access to a helpline for additional support and chat facilities through Canvas for messaging and responding.

## Indicative Syllabus Outline

Psychological foundations and principles of workplace training and learning and development.

Psychological foundations and principles of workplace coaching.

Training design and delivery.

Performance management and feedback.

Research and evaluation methods in training and coaching.



## Indicative Bibliography:

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Please note the essential reads and other indicative reading are subject to annual review and update. Please *ensure correct referencing format is being followed as per University Harvard Referencing Guidance.*

### Essential Reads

Training Journal  
Journal of Workplace Learning  
Journal of Business and Management  
International Journal of Business and Management  
Journal of International Economics  
International Trade Journal  
Journal of Business Research  
Journal of Business Strategy  
International Journal of Business and Globalisation  
International Journal of Corporate Social Responsibility

### Other indicative reading

Hawkins, P. (2022). Leadership Team Coaching in Practice. 3<sup>rd</sup> edn. Kogan Page.

Lancaster, A. (2019). Driving Performance through Learning. Kogan Page.