UNIVERSITY OF FREDERICTON

Level 3 Courses

HRES 3420 – Organizational Learning and Design

Course Description

This course introduces students to the theories and practices pertinent to building a learning organization. Specifically, this course will address learning as a part of a larger system of organization development through a systems-thinking lens. Topics include understanding the learning organization as an enterprise, determining how adults learn, assessing learning needs, designing multimodal approaches to learning and learning transfer, evaluating the impact of learning on the organization, building individual and team capacities, and organizational and social issues associated with organizational learning. Throughout the course, emphasis will be placed on learner accessibility and teaching adjustment considerations to enhance learner success.

Learning Objectives

By the end of this course, students will be able to:

- Explain key concepts, theories, and practice concerns related to building a learning organization.
- Assess organizational performance issues for potential learning solutions.
- Differentiate among various adult learning and teaching theories.
- Develop a learning strategy to resolve knowledge-related performance issues.
- Explain factors influencing learning transfer.
- Design learning impact evaluation strategies to quantify learning impact on the organization.
- Describe approaches to building individual and team capacities within an organization.
- Explain organizational and societal considerations for building a learning culture.

Grade Scheme: Letter Grade   Minimum Pass: 50%   Credit Weight: 3 Credits

Deliverables:

- **Discussion Postings**
- **Quizzes**
- **Team Projects**
- **Written Assignments**

* Please note that this document is for marketing purposes and that the details of the course including grading, assessments and objectives may change or vary.

Grade	Grade Point Average (GPA)	Percentage
A+	4.3	90-100%
A	4.0	85-89%
A-	3.7	80-84%
B+	3.3	77-79%
B	3.0	73-76%
B-	2.7	70-72%
C+	2.3	65-69%
C	2.0	60-64%
C-	1.7	55-59%
D	1.3	50-54%
F	0.0	0-49%