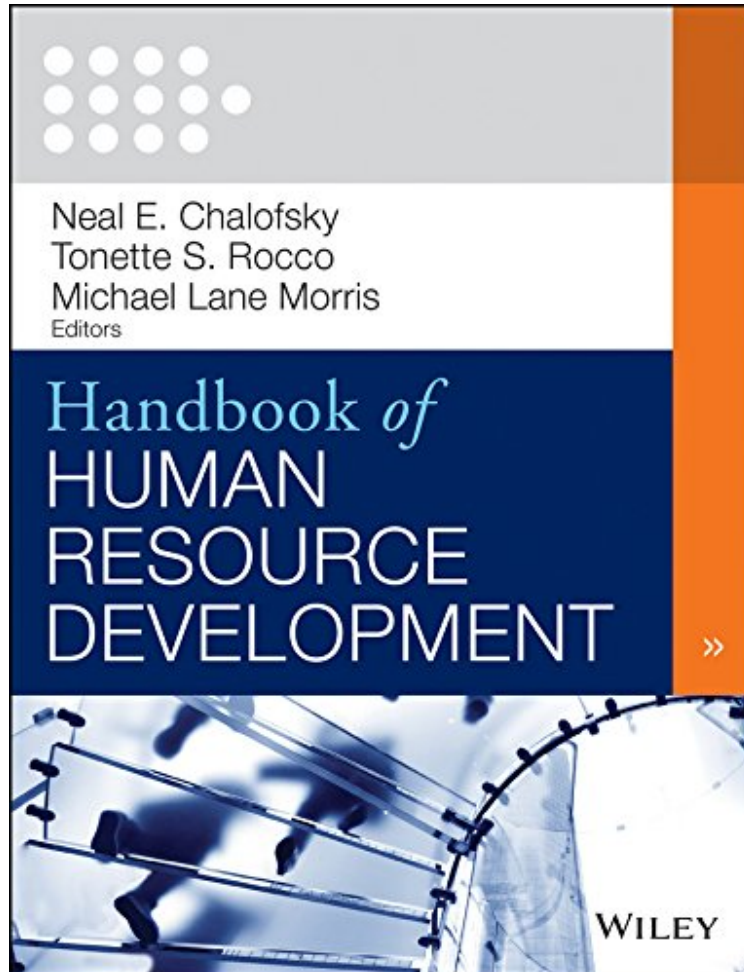


# Handbook of Human Resource Development

*Neal F. Chalofsky*

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**Neal F. Chalofsky : Handbook of Human Resource Development** before purchasing it in order to gage whether or not it would be worth my time, and all praised Handbook of Human Resource Development:

Human Resource Development Relies Upon a Strong Educational Foundation In the Handbook of Human Resource Development, Neal Chalofsky, Tonette Rocco, and Michael Lane Morris have compiled a collection of chapters sponsored by the Academy of Human Resource Development to address the fundamental concepts and issues that HR professionals face daily. The chapters are written and supported by professionals who offer a wide range of experience and who represent the industry from varying international and demographic perspectives. Topics addressed form a comprehensive view of the HRD field and answer a number of key questions. Nationally and internationally, how does HRD stand with regard to academic study and research? What is its place in the professional world? What are the philosophies, values, and critical perspectives driving HRD forward? What theories, research initiatives, and other

ideas are required to understand HRD and function successfully within this field? As the industry grows, what are the challenges and important issues that professionals expect to face? What hot topics are occupying these professionals now? The Handbook's insight and guidelines allows students and HR professionals to build a fundamental understanding of HRD as an industry, as a field of research, and for future professional success.

From the Inside Flap Contemporary organizations must adapt to the realities of markets and other external and internal factors to thrive. In no area of an organization's operations is such adaptation more crucial than in the management and improvement of human resources, from which the thinkers, leaders, and doers who will effect change in the future are developed. Handbook of Human Resource Development is the most comprehensive guide to the evolving field of Human Resource Development (HRD). Divided into eight parts, the text provides revolutionary insight into the concepts, theories, research initiatives, and practical applications that are essential to HRD. Topics range from HRD foundations, workforce development, and management to more specific topics such as implementing and managing HRD initiatives in the organization. Concluding sections of the text focus on real-world application of knowledge in the HRD field, including examples of innovations that can and have been implemented and the future direction of the overall HRD area of practice. Contributions from sixty-two leading academics and scholar-practitioners comprise this compilation, which provides a broad treatment of the topics germane to HRD and is the only text sponsored by the Program Excellence Network of the Academy of Human Resource Development. These industry leaders focus upon a wide range of both practical and forward-thinking topics to convey a deep understanding of the nature of the HRD industry today and how it will change tomorrow. For human resources students and professionals, this provides a comprehensive resource to help prepare for a field that is on the verge of an extraordinary period of evolution. The value of the text is not merely in the diversity of the information it offers or the experts behind the compilation. The book represents an acknowledgment and explanation of the inflection point within the industry. For those studying the topic or working toward implementing change within organizations, the Handbook of Human Resource Development provides both a fundamental understanding of this quickly-changing field and a practical guide for putting knowledge into practice to help organizations thrive in the area of human resource development.

From the Back Cover Human Resource Development Relies Upon a Strong Educational Foundation Human resource development (HRD) is the framework through which professionals can better develop their talent and manage the resources that are available to an organization. Founded upon the pillars of employee training, performance management, career development, organization development, and talent management, HRD is the art and science of creating an effective, forward-thinking workforce. In the Handbook of Human Resource Development, Neal Chalofsky, Tonette Rocco, and Michael Lane Morris have compiled a collection of chapters sponsored by the Academy of Human Resource Development to address the fundamental concepts and issues that HR professionals face daily. The chapters are written and supported by professionals who offer a wide range of experience and who represent the industry from varying international and demographic perspectives. Topics addressed form a comprehensive view of the HRD field and answer a number of key questions. Nationally and internationally, how does HRD stand with regard to academic study and research? What is its place in the professional world? What are the philosophies, values, and critical perspectives driving HRD forward? What theories, research initiatives, and other ideas are required to understand HRD and function successfully within this field? As the industry grows, what are the challenges and important issues that professionals expect to face? What hot topics are occupying these professionals now? The Handbook's insight and guidelines allows students and HR professionals to build a fundamental understanding of HRD as an industry, as a field of research, and for future professional success.

ACADEMY OF HUMAN RESOURCE DEVELOPMENT (AHRD) is an international organization led by the scholarly community and reflective practitioners involved in HRD. Established to support the study of HRD theories, practices, and processes, AHRD encourages the application of research findings, disseminates key industry information, and offers networking opportunities to HRD professionals on a global level. The Academy's Program Excellence Network was created to bolster academic programs by establishing industry standards that are used by graduate programs around the world.

About the Author NEAL CHALOFSKY, lead editor, is senior professor of Human and Organizational Learning at The George Washington University. TONETTE S. ROCCO serves as a program leader and professor at Florida International University and is the lead editor of *New Horizons in Adult Education and HRD*. MICHAEL LANE MORRIS, former president of the Academy of Human Resource Development, is the Skinner Professor of Management and associate dean in the College of Business Administration at The University of Tennessee.