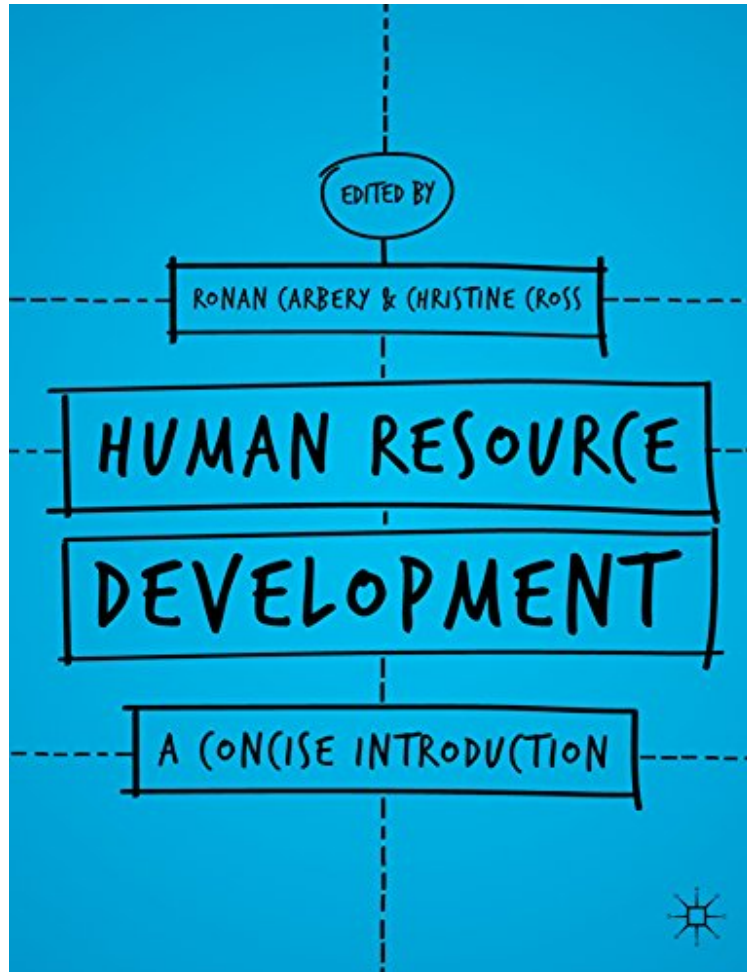


# Human Resource Development: A Concise Introduction

Ronan Carbery, Christine Cross

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specially written Skills Development section, which provides guidance on developing your skills in presentation, time management and persuasion.●; Spotlight on Skills features, which present the opportunity to diagnose problems and develop solutions in relation to each chapter, then watch video interviews with HR professionals to discover how they would approach a similar dilemma ●; Building your skills boxes, place you in the position of a line manager and encourage you to reflect on a variety of HRD related issues.●; A chapter on Graduate Employability, discussing how the transferable, soft and hard skills of new graduates can best be developed. In addition, the Active Case Studies and HRD in the News features, alongside a range of international examples, bring HRD theory to life.

'This book provides a compassionate understanding of not only the fundamentals and processes of HRD, but also of the field's contemporary challenges. It offers insights to those who do not fully appreciate the complexity of HRD and validation for those with a hands-on understanding of the general topics within HRD - an erudite but easy guide for students as well as practitioners.' - Jeanette Lemmergaard, Associate Professor of HRM and Head of Department, University of Southern Denmark, Denmark 'I will definitely be recommending this book. The authors have expert knowledge of the field and skilfully analyse the complex relationship between HRM and HRD in a way that is rarely explored in other texts. The book offers a welcome new dimension to the subject and succeeds in integrating theory with a questioning of taken-for-granted assumptions. This balancing of simplicity with complexity and breath with depth makes an ideal introductory text for all students studying people management, including executive MBAs.' - Aileen Lawless, Liverpool Business School, Liverpool John Moores University, UK This book provides a compassionate understanding of not only the fundamentals and processes of HRD, but also of the field's contemporary challenges. It offers insights to those who do not fully appreciate the complexity of HRD and validation for those with a hands-on understanding of the general topics within HRD - an erudite but easy guide for students as well as practitioners.' - Jeanette Lemmergaard, Associate Professor of HRM and Head of Department, University of Southern Denmark, Denmark 'I will definitely be recommending this book. The authors have expert knowledge of the field and skilfully analyse the complex relationship between HRM and HRD in a way that is rarely explored in other texts. The book offers a welcome new dimension to the subject and succeeds in integrating theory with a questioning of taken-for-granted assumptions. This balancing of simplicity with complexity and breath with depth makes an ideal introductory text for all students studying people management, including executive MBAs.' - Aileen Lawless, Liverpool Business School, Liverpool John Moores University, UK From the Back Cover The field of human resource development (HRD) has emerged as one of the most dynamic and multifaceted areas of business and management for both academics and practitioners. Human Resource Development: A Concise Introduction is an engaging and succinct textbook that deals with HRD at a basic introductory level, covering the major areas of HRD, including strategic HRD, the interaction between leadership, talent management and HRD and HRD in large and small enterprises. With a unique blend of theory and practice, this text will help you to succeed in your HRD course and help you to develop important practical skills for your future career. Key features include:●; A specially written Skills Development section, which provides guidance on developing your skills in presentation, time management and persuasion.●; Spotlight on Skills features, which present the opportunity to diagnose problems and develop solutions in relation to each chapter, then watch video interviews with HR professionals to discover how they would approach a similar dilemma ●; Building your skills boxes, place you in the position of a line manager and encourage you to reflect on a variety of HRD related issues.●; A chapter on Graduate Employability, discussing how the transferable, soft and hard skills of new graduates can best be developed. In addition, the Active Case Studies and HRD in the News features, alongside a range of international examples, bring HRD theory to life.