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MANAGING PERFORMANCE THROUGH TRAINING AND DEVELOPMENT

NINTH EDITION
SAKS

Managing Performance Through Training And Development

Alan Saks



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Malvezzi, 2020-06-02 This Handbook is sure to become a key resource for any researcher or professional looking for the latest

and most innovative thinking from around the world on the full range of topics related to training development and

performance management Bradford S Bell PhD Cornell University USA Editor Personnel Psychology I wish I could have

accessed this book many years ago Comprehensive and scholarly the four sections training e learning personal and

professional development and performance management fit well together and address a gap in the literature that has been

apparent for some time The psychological perspective speaks to growing interest in the micro foundations of strategic

success and the blending together of both formal and informal perspectives on learning in organizations ensures a holistic

rather than piecemeal approach to the question of how to build individual knowledge skills and competences in organizations

I believe that this book will make a significant impact on its target audience in this critical area Helen Shipton Professor of

International Human Resource Management Nottingham Trent University UK The Wiley Blackwell Handbook of the

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researchers and professionals by reviewing the latest literature and research in the interconnected fields of training

development and performance appraisal It brings a psychological perspective to bear on a multidisciplinary field that links to

management human resources and education Unique to reference works in this area it maintains a truly global focus on the

field with top international contributors looking at research and practice from around the world including South America

Europe Canada and Australia as well as the United States and the United Kingdom The chapters cover a diverse range of

important contemporary topics such as needs analysis job design active learning self regulation simulation approaches 360

degree feedback and virtual learning environments Together they offer researchers and professionals essential information

for building a talented organization a critical and challenging task for organizational success in the twenty first century

Accelerated Proficiency for Accelerated Times Dr Raman K. Attri, 2020-05-27 Time is money and a reduction in time

should be the first goal of any training program or any employee development initiative The skills and knowledge acquired

today become irrelevant or obsolete quickly In that kind of dynamics the organizations have shifted focus on how to shorten

time to proficiency of employees and bring them up to speed to the required performance in a shorter time This book intends to establish scholarly know how on this construct of Accelerated Proficiency and provide practitioners and researchers with a condensed and coherent knowledge base on this burning business concept The book explores concepts themes nature and challenges associated with the process of accelerating proficiency This book discusses the business metrics of time to proficiency and speed to proficiency This book is organized around reviews of studies on performance and proficiency from several different disciplines spanning over five decades In particular this book will enable you with the answers to some crucial questions What is the nature of the proficiency in the organization What is the meaning and goal of accelerating proficiency Whether or not proficiency and performance of employees can be accelerated What kind of methods has been researched and proven to accelerate proficiency

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Essentials of Managing Human Resources Eileen B. Stewart, 2001

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Human Resources Management in Canada Gary Dessler, Gini Sutherland, Nina Dawn Cole, 1998

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Canadian Books in Print, 2001

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