



Principles Of Human Resource Development

Jerry Gilley, Steven A. Eggland

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The field of Human Resource Development has grown and matured over the last few decades into an integral component of organizational life. Increasingly, executives view the HRD function as a crucial strategic tool in improving productivity, profitability, and long-term growth. *Principles of Human Resource Development* is a comprehensive resource for those considering HRD as a career choice, or those who have recently entered the field. HRD students and professionals as well as executives who want to maximize the strategic role of HRD will find this overview helpful in gaining insight to the field and as a ready desk-top reference. Each unit addresses the key questions to understanding HRD. It explains what HRD is, including individual, career, and organizational development, and how these areas interrelate with one another. The unit on roles in HRD examines the primary roles of HRD manager, learning specialist, instructional designer, and consultant. Gilley and Eggland also explore the competencies needed in HRD, including needs assessment, program design, marketing, and cost benefit analysis. The section on the empirical foundations of HRD examines eight major studies of the HRD field and the professional development and certification activities of the major HRD-related societies. The final section of the book covers the career opportunities in HRD and the future of the field. Charts, checklists, diagrams, and chapter objectives are included throughout the text. Training managers, instructional designers, organization development consultants, and students will find this introduction to HRD an important tool in the continual search to improve the performance of people and organizations.

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