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David McGuire's student-friendly introduction looks at Human Resource Development on an individual, organisational and societal level analysing how HRD can play a major role in organisational innovation, in developing communities and society and in operating on a cross-national and international basis. Key features: Links key training design and learning theories to broader economic and societal issues for a more holistic and in-depth understanding of the field. Seven brand new chapters ensure a good fit with HRD programmes at all levels and reflect the latest developments in the field, including career development, strategic HRD, knowledge management, the environment, ethics and CSR and the future of HRD. High profile case studies in each chapter bring the theory to life including Apple, Massive Open Online Courses, Barclays, Stephen Lawrence, Lloyds Pharmacy, Marriott Hotels, Netflix, Black and Decker, Google, Colgate-Palmolive, Marks and Spencer and Valve. Case vignettes throughout the chapters highlight HRD in action and provoke critical analysis and discussion, including How a Beer Can Aided the Design of Canon's Revolutionary Mini-Copier and The Alaskan Village Set to Disappear Under Water in a Decade. An Appendix contains advice on preparing for an HRD examination as well as example exam questions and sample answers, to ensure examination success. Chapters map to the CIPD's requirements at levels 5 and 7 making it an ideal core text for accredited and non-accredited programmes alike.

Written by top researchers in the field of Human Resource Development Uses real-world examples to make the research understandable Helps practitioners solve complex practical

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problems that need the application of existing or new research Sponsored by the Academy of Human Resource Development and the American Society for Training and Development How is it that some Human Resource Development (HRD) professionals consistently get the results that their organizations need, while others regularly get lost in the process? The Human Resource Development Research Handbook argues that expert HRD professionals think like researchers. You don't need to be a researcher to obtain consistently high-quality HRD results, but thinking like a researcher gives you the discipline required to be an expert. Thus, the much-hyped gap between theory and practice is the arena of opportunity and excellence. The Human Resource Development Research Handbook gives practitioners the tools they need to stay on the leading edge of the profession. It addresses three core areas: The practical importance of research; ways of doing practical research; and getting started on research. Written for practitioners and scholars, this is the first book to explain the value, purposes, methods, and processes of HRD research in clear, simple language. The Human Resource Development Research Handbook demystifies the research process so HRD practitioners can transform their practice to incorporate leading-edge research. Each chapter is written in straightforward language by a leading researcher. Real-world examples clearly show how research and theory are not just for academics, but are practical tools to solve everyday problems. This edition is in two volumes. The second volume ISBN is 9781459614802.

By challenging the reactive, prescriptive and formulaic theories of late 20th century change management, Strategic Human Resource Development seeks to draw the boundaries for a new discipline that views change as an internal and proactive approach to organizations.

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Career Development: A Human Resource Development Perspective offers a strategic framework that demonstrates the role of career development within the human resource function. It goes beyond conventional interventions and includes key topics such as diversity, work–life balance, and ethics. Historically, the career development literature has been viewed either from the perspective of the individual (how to build a career) or from an economic perspective (how an organization benefits from developing employees). In this book, McDonald and Hite bring together the strengths of both traditions, offering an integrated framework for career development. The theoretical foundation expands on the counseling literature by incorporating the literature from human resource development and related fields. The application section reflects on the wide range of ages and working options that characterize the current and future workplace. The final section of the book addresses career development issues such as managing a diverse, global workforce; ethics; and work–life balance. This book will help prepare human resource development students, scholars, and practitioners to develop and maintain successful career development programs, and to foster more innovative research that advances the discourse.

Taking a critical perspective, Skill, Training and Human Resource Development focuses on the way people are developed at work; the skills that are encouraged, the way they are controlled and the implications they have for people. It draws on a wide range of research and covers an array of organizational practices.

Sound HRM practices matter—they are a sine qua non of effective governance in democratic government—equally so at the local, regional, state and national levels of government. The NASPAA (Network of Schools of Public Policy, Affairs, and Administration) accreditation standards demand critical

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competencies for public managers that are vital to human resource managers and supervisors at all levels. These competencies include: skills to lead and manage in public governance; to participate in and contribute to the policy process; to analyze, synthesize, think critically, solve problems and make decisions; to articulate and apply a public service perspective; and to communicate and interact productively with a diverse and changing workforce and citizenry. This second edition of Human Resource Management is designed specifically with these competencies in mind to: Introduce and explore the fundamental purposes of human resource management in the public service and consider the techniques used to accomplish these purposes Provide exercises to give students practice for their skills after being introduced to the theory, foundation, and practices of public and nonprofit sector HRM Facilitate instruction of the material by introducing important topics and issues with readings drawn from the professional literature Provide information and examples demonstrating the interrelatedness of many of the topics in public sector HRM and the trends shaping public and nonprofit management, especially diversity, ethics, and technology. Demonstrate and describe differences among HRM practices in public, for-profit and nonprofit organizations, and between the levels of government. Human Resource Management is organized to provide a thorough discussion of the subject matter with extensive references to relevant literature and useful teaching tools. Thus, students will consider the issues, purposes, and techniques of HRM and conceptualize how varied their roles are, or will be, whether a personnel specialist in a centralized system or a supervisor managing in one of the increasingly common decentralized systems. Each chapter includes a thorough review of the principles and practices of HRM (including the why and the

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how), selected readings, important themes, diverse examples, key terms, study questions, applied exercises, case studies, and examples of forms and processes would-be managers will encounter in their roles.

Each chapter in Human Resource Development provides the reader with commentary, activities and review sections in an integrated approach. The action-oriented approach is vital for practicing managers but increasingly for postgraduate and final year undergraduates who have work experience. It is this aspect of the book that fills a gap that currently exists in the market. This text reflects organizational realities and balances and integrates the coverage of individuals, teams and organizational learning. The book is written in a straightforward manner and explains concepts and key issues in a lucid style. The activities are focused and are better suited to encouraging readers to learn.

Despite over three decades of debate around the nature of human resource management (HRM), its intellectual boundaries and its application in practice, the field continues to be dogged by a number of theoretical and practical limitations. Written by an international team of respected scholars, this updated textbook adopts a critical perspective to examine the core management function of HRM in all its complexity – including its darker sides. Human Resource Management: A Critical Approach opens with a critique of the very concept of HRM, tracing its development over time, and then systematically analyses the context of HRM, practice of HRM and international perspectives on HRM. New chapters commissioned for this second edition look at HRM and the issues of diversity, migration, global supply chains and economic crisis. This textbook is essential reading for advanced and inquisitive students of HRM, and for HRM professionals looking to deepen their understanding of the complexities of their field.

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Human Resources Development is written with the primary purpose of covering core and emerging issues in Human Resource Development. The book's secondary purpose is to offer a specific perspective on HRD, one that links the practice of HRD to enhancing organizational strategy and developing performance capability through learning interventions. This text begins with a strategic view of the organization from a general management perspective as a driver for the HRD function—specifically creating a focus on strategic learning and developing performance throughout the organization. The goal of the text is to provide learners with a framework to understand the role of HRD in the strategic imperatives of an organization, the foundations of HRD practice, and stimulate debate as to the role of HRD in today's organizations.

The field of Human Resource Development has emerged as one of the most dynamic and multifaceted areas of business and management in recent years. Yet despite the mosaic of topics, debates and approaches, existing textbooks often overlook important emerging topics within the field, and do little justice to the variety of strands involved in the study of HRD. Human Resource Development: Theory and Practice encourages students and academics out of their comfort zones by offering the first comprehensive overview that encompasses all the constituent components of HRD, allowing the reader to clearly separate concepts within the field and provide a meaningful basis for detailed discussion and debate.

This book serves as a comprehensive introductory text to the field of HRD, as well as an ideal platform for a more

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in-depth advanced study of the field. It is an invaluable resource for students of HRD, or any reader interested in how HRD can play a major role in oiling the gears of innovation within an organization.

Foundations of Human Resource Development Easyread Super Large 18pt Edition ReadHowYouWant.com Human Resource Development SAGE

In an era that has brought new and unexpected challenges for virtually every company, one would be hard-pressed to find any responsible manager who is not thinking about what the future will bring. In the wake of these challenges, strategic planning has moved from being the reserve of large corporations to becoming an essential need for even small and medium-sized enterprises. But what good is even the most convincing strategic concept if the company's people are unwilling or unable to put it into practice? The key is to develop people, and to develop them not only for the work of today, but also for the challenges that the future holds. Strategic HR development has become a decisive force for the success of any business. This book, edited by Matthias T. Meifert, shows us which basic considerations we need to remember and what strategic HR development means in practice. Its interesting and vivid approach takes the reader on a tour of the eight stages of HR development, introduces the critical factors, and highlights many practical recommendations for strategic HR development practice in business.

Human Resource Development (HRD) involves the design, delivery and evaluation of learning and/or training interventions within organisations to improve the

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work performance of individuals and groups. This edited collection will demonstrate the potential of identity theorising for problematizing and reconceptualising HRD activities. Identity will thus be established as a foundation for enhancing HRD policy and practice. While identity has emerged as a key focus for theoretical debate and for empirical research within management and organisational studies, the potential of identity as a new paradigm for understanding learning and for examining HRD more broadly is still emergent. That identity has such potential can be seen in the increasing recognition that training and development for many contemporary occupations represents nothing less than a "project of the self". Identity as a Foundation for Human Resource Development will complete a gap in the market providing sound, single source, theoretical foundations from the latest trends in identity theorising, now a key area of organisation studies, and apply these to HRD policy and practice. The emphasis throughout will be on informing HRD policy and practice, research and education the book includes a chapter on resources and techniques for HRD educators. In short, the book will "put identity to work" for HRD scholars. The intended audiences are Human Resource Development scholars, academics, students and professionals, this exciting new volume will provide a thoughtful theoretical analysis and operational practise for modern HRD.

Research isn't just for academics. Human Resource professionals who incorporate it into their organizations see results. This guide demystifies the research process so HRD professionals can use it in their practices. Real-

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world examples show how research and theory can help solve everyday problems. 10 charts.

Who succeeds and why? Individuals and organizations turn potential into performance through human resource development (HRD). Fully revised and updated, the third edition of Human Resource Development provides a thorough introduction to the processes, practices and perspectives of HRD. New to this edition: Improved international coverage Stronger theoretical model Additional case studies and practical activities Extended coverage of talent management, self-development and management leadership New pedagogy to challenge students' critical thinking skills Human Resource Development 3rd Edition is an ideal resource for students studying on both undergraduate and postgraduate courses in HRD and human resource management. It is also suitable for students studying for CIPD qualifications. Stephen Gibb is a senior lecturer at the University of Strathclyde and an experienced researcher and teacher of human resource development and employment. He has developed undergraduate and postgraduate programmes in HRD and advised many organizations on the subject.

A definitive work on the design and conduct of research in HRD, examining the possibilities and limitations of particular methods and techniques. Emerging debates on the purpose, nature, practice and theoretical base of Human Resource Development.

In this fully revised and updated edition of Principles of Human Resource Development, the authors present a rigorous and comprehensive overview of the theory and

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practice of HRD. They provide the building blocks of human resource development and illustrate the relationships among all the components that constitute the field. Showcasing the various roles and practices of HRD-including organizational learning, instructional design, program planning and evaluation, and internal consulting-they identify concrete ways to improve the HRD practice in order to raise its visibility and enhance its credibility within the organization. An all-in-one resource, this book will be indispensable for educators, students, and human resource professionals alike.

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

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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.

The field of Human Resource Development (HRD) has grown in prominence as an independent discipline from its roots in both management and education since the 1980s. There has been continual debate about the boundaries of HRD ever since. Drawing on a wide and respected international contributor base and with a focus on international markets, this book provides a thematic overview of current knowledge in HRD across the globe. The text is separated into nine sections which explore the origins of the field, adjacent and related fields, theoretical approaches, policy perspectives, interventions, core issues and concerns, HRD as a profession, HRD around the world, and emerging topics and future trends. An epilogue rounds off the volume by considering the present and future states of the discipline, and suggesting areas for further research. The Routledge Companion to Human Resource Development is an essential resource for researchers, students and HRD professionals alike.

Unlike Brazil, India, or China, prior to the beginning of market-oriented reforms in early 1990s, Russia maintained a high level of human capital and possessed a highly developed system of vocational education, continuous education, and management development institutions sponsored by the government. However, after

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the beginning of the market reforms many state-sponsored programs were disbanded and individual enterprises and newly emerging private educational institutions found themselves in a position of having to provide training and professional development services for future and current employees. Both government-level policies in support of HRD and enterprise-level HRD systems have emerged fairly recently in the Russian Federation, and are still in a stage of change and development. This book provides an in-depth analysis of the current state of HRD in the Russian Federation. It covers country-level policies, organizational-level programs and strategies, and individual-level educational and training efforts. While the study is focused on Russia, its conclusions will be of value to scholars, students, and practitioners examining similar issues surrounding the emergence and development of HRD systems in emerging countries. Furthermore, the authors' framework for analyzing HRD on multiple levels and across various parts of the adult and vocational education and development systems offers a unique and important contribution to the theoretical debate on comparative educational systems outside the HRD and HRM communities.

Since the dawn of civilization, humans were selected, allocated and organized based on their skills and job criteria. Today, the role of Human Resources (HR) professionals goes beyond recruitment and management of human capital. Human Resource Planning for the 21st Century tackles the current trends of human resource management (HRM) and human resource planning while

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highlighting certain roles that HR professionals are involved in. Human Resource Planning for the 21st Century explores HRM systems and their roles within a corporate setting, elaborates on HR plans for crises, uncovers the effects of downsizing on company brand and looks at the possible impact of globalization on corporate social responsibility and HRM.

HRM is central to management teaching and research, and has emerged in the last decade as a significant field from its earlier roots in Personnel Management, Industrial Relations, and Industrial Psychology. People Management and High Performance teams have become key functions and goals for manager at all levels in organizations. The Oxford Handbook brings together leading scholars from around the world - and from a range of disciplines - to provide an authoritative account of current trends and developments. The Handbook is divided into four parts: * Foundations and Frameworks, * Core Processes and Functions, * Patterns and Dynamics, * Measurement and Outcomes. Overall it will provide an essential resource for anybody who wants to get to grips with current thinking, research, and development on HRM.

Human resources management is essential for any workplace environment and is deemed most effective when a strategic focus is in place to ensure that people can facilitate that achievement of organizational goals. But, effective human resource management also contains an element of risk management for an organization which, as a minimum, ensures legislative compliance. Human Resources Management: Concepts,

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Methodologies, Tools, and Applications compiles the most sought after case studies, architectures, frameworks, methodologies, and research related to human resources management. Including over 100 chapters from professional, this three-volume collection presents an in-depth analysis on the fundamental aspects, tools and technologies, methods and design, applications, managerial impact, social/behavioral perspectives, critical issues, and emerging trends in the field, touching on effective and ineffective management practices when it comes to human resources. This multi-volume work is vital and highly accessible across the hybrid domain of business and management, essential for any library collection.

Drawing on contributions from leading academics in the field, this volume within the Routledge Series in Human Resource Development specifically focuses on Global Human Resource Development (HRD). Specifically, the volume provides an overview of 17 regions, 85 countries and includes one emerging market grouping, CIVETS. This book examines the role of the state in HRD, the relationship between HRD and the level of economic development in the country or region, the influence of foreign direct investment within the country or region, and firm-level HRD practices within countries or regions. Global Human Resource Development analyzes HRD from institutional and cross-cultural perspectives, making it possible, for the first time, to analyze trends across countries and regions and to draw conclusions about the value of institutional and cross-cultural perspectives in the HRD context. There is currently no book on the

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market that conceptualizes the discipline of global HRD in this way, making this a definitive book on HRD across the globe of particular interest to researchers and reflective practitioners.

This comprehensive text covers the entire field of human resource development, from orientation and skills training, to career and organizational development. It shows how concepts and theory have been put into practice in a variety of organizations. This sixth edition of HUMAN RESOURCE DEVELOPMENT reflects the current state of the field, blending real-world practices and up-to-date research.

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In this thoroughly updated edition of a classic reference, Stephen E. Condrey brings together leading experts in public administration and HR management to detail how you can: Move beyond your often limited problem-solving role as an HR manager and demonstrate how you can play a more strategic role in your organization. Deal with crucial issues such as diversity, EEO regulations and other legal issues, compensation, sexual harassment, and performance appraisal. Expand your ability to maximize productivity, efficiency, and employee satisfaction. Develop budgets, use volunteers, and employ consultants. Also included with purchase is a free supplemental on-line Instructor's Manual. Order your copy now!

""The book is a perfect reference document...this text is an essential to all professional practitioners and deserves a place on every bookshop."" -- Training Journal

A brand new concise introductory text in human resource development that has a skills-building, practical focus yet is underpinned by the latest academic research. Highly

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engaging and accessible it brings the subject to life through innovative learning tools including videos and active case studies.

Vietnam has had one of the highest GDP growth rates in the world in recent years, yet it remains a developing economy. There remains a need to improve factors influencing the development of its human resources through education at all levels, workplace training, corporate social responsibility, gender equality, support for entrepreneurship, and other practices and policies related to HR. Yet, national HRD, officially, is a relatively new concept in Vietnam. This edited volume highlights the importance of developing human resources, enabling Vietnam to continue its growth in its move into the ranks of developed countries. It examines the historical, political, economic, and cultural contexts embedded in HRD at national and organization levels and emphasizes the changes that HRD can bring about in the nation. This book offers scholars and practitioners a non-western view of how HRD research should be more indigenous and discusses implications for future research.

Across Europe and the world, countries are attempting to develop their health and social policies and practices to address the global challenge of increasing demand and pressurized supply, created by ageing populations, emerging technologies and finite resources (financial and human). This text provides examples of attempts to develop HRD practices in health and social care contexts within France, Ireland, The Netherlands, Romania, Russia, the UK and the USA. Thus, the book is European and international in both scope and appeal.

Winner of the 2020 R. Wayne Pace HRD Book of the Year Award, this edited book covers major trends, notable distinctions, and the challenges and needs for preparing future HRD activities in South Korea. It consists of three

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major sections: national and social issues of HRD, sector perspectives on HRD, and contemporary issues and trends. To cover contemporary trends and future issues, authors examine topics in diverse areas, such as the application of data analytics for HRD, action learning trends, and psychological and work climate issues affecting performance. Through theory and cases, this book will show how HRD can be successful at the organizational, industrial, and societal levels as well as the future needs required to further advance HRD in the nation.

This book provides a reflexive critique of the assumptions of orthodox HRD research and practice and questions the conception of humans as resources, as well as the conventional performative focus of HRD. Examining the broader social, political and economic contexts, the book offers alternative perspectives for considering both the needs of individuals and the sustainable development of organizations in post-industrial economies.

Since its original publication in 2000, this text has been intended for students studying HRM for the first time. Its major features are its comprehensive and wide-ranging nature which deals with all major aspects of HRM in a down to earth and practical way, alongside the necessary theoretical underpinning. The key strength is its accessibility to students new to the subject area where it combines a clear explanation with numerous relevant and interesting cases and comments. The range and nature of HRM is fully illustrated by a combination of real life and fictional case studies which heighten awareness of key issues involved in HRM today. This new edition will continue to be appropriate for undergraduate courses, especially first and second year

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students studying an HRM degree but also for post-graduate courses where many students are new to the field of HRM. It continues to be divided into 12 chapters to provide one topic a week on a modular course, but it may be extended into two semesters. It has been revised to place a greater emphasis on the role of human resources in improving organisational and employee performance. These revisions include the greater use of technology in resourcing and development areas, the change of emphasis from 'recruitment/selection' to 'talent management' and the use of social networking developments as an aid to HR management. Recent legal developments will also be covered including those relating to age discrimination and the regulation of agency workers. It will be supported by a supplement for tutors and additional web-based cases and other materials for tutors and students.

This Handbook draws on a global team of distinguished Human Resource Development and IHRD scholars to provide research and practice insights on a range of contemporary IHRD issues and challenges. The Handbook reviews a number of critical contextual dimensions that: shape the IHRD goals that organisations pursue; impact the IHRD systems, policies and practices that are implemented; and influence the types of IHRD research questions that are investigated. The Handbook examines the processes or actions taken by organisations to globalise IHRD practices and discusses important people development practices that come within the scope of IHRD.

Human resource departments are key components in the

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people management system of nearly every medium-to-large organization in the industrial world. They provide a wide range of essential services relating to employees, including recruitment, compensation, benefits, training, and labor relations. A century ago, however, before the concept of human resource management had been invented, the supervision and care of employees at even the largest companies were conducted without written policies or formal planning, and often in harsh, arbitrary, and counterproductive ways. How did companies such as United States Steel manage a workforce of 160,000 employees at dozens of plants without a specialized personnel or industrial relations department? What led some of these organizations to introduce human resources practices at the end of the nineteenth century? How were the earliest personnel departments structured and what were their responsibilities? And how did the theory and implementation of human resources management evolve, both within industry and as an academic field of research and teaching? In *Managing the Human Factor*, Bruce E. Kaufman chronicles the origins and early development of human resource management (HRM) in the United States from the 1870s, when the Labor Problem emerged as the nation's primary domestic policy concern, to 1933 and the start of the New Deal. Through new archival research, an extensive review and synthesis of the historical and contemporary literatures, and case studies illustrating best (and worst) practices during this period, Kaufman identifies the fourteen ideas, events, and movements that led to the creation of specialized HRM departments

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in the late 1910s, as well as their further growth and development into strategic business units in the welfare capitalism period of the 1920s. The research presented in this book not only uncovers many new aspects of the early development of personnel and industrial relations but also challenges central parts of the contemporary interpretation of the concept and evolution of HRM. Rich with insights on both the present and past of human resource management, *Managing the Human Factor* will be widely regarded as the definitive account of the early history of employee management in American companies and a must-read for all those interested in the indispensable function of managing people in organizations.

The nature of human resource development (HRD) has been, and remains, a contested topic – the debate was sparked in part by Monica Lee’s seminal 2001 paper which refused to define the discipline of HRD, but has been accentuated by increasing globalization, political unrest, inequality and the erosion of boundaries. Should HRD now be seen as more than ‘training,’ or a sub-function of large western bureaucracy? This book represents a very wide view of HRD: that it is at the core of our ‘selves’ and our relationships, and that we continually co-create ourselves, our organisations and societies. These ideas are hung upon a model of Holistic Agency, and supported from sources as diverse as evolutionary psychology, science fiction, the challenges of transitional economies, and the structural uncertainties of contemporary society. Examining the tensions between self and other, agency and structure, the book

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draws inspiration from an almost-autoethnographic approach. This yields a text that is personal, entertaining, and easier to read than many academic tomes – yet considers the depth and development of the human condition, and locates HRD within that.

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