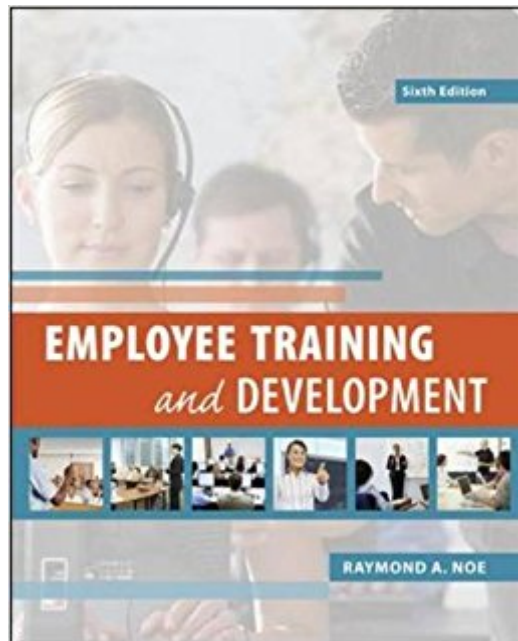


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Employee Training & Development



Synopsis

Raymond Noe's Employee Training and Development sets the standard in this course area. First introduced in 1998, ETD became the market-defining text within 6 months of publication. Its popularity is due to its lively writing style and relevant examples of the most up-to-date developments in training, research and practice, including the strategic role of training and the use of new technologies in training. Employee Training and Development 6th edition strikes a balance between research and real company practices. It provides students with a solid background in the fundamentals of training and development such as needs assessment, transfer of training, learning environment design, methods, and evaluation. To help students better understand the relationship between the main elements of the book, the book is now organized into five different parts. Part I focuses on the context for training and development and includes a chapter devoted to strategic training. Part II includes coverage related to the fundamentals of designing training programs. Chapters in Part II focus on needs assessment, learning theories and program design, transfer of training, and training evaluation. Part III focuses on training and development methods and includes chapters devoted to traditional training methods, e-learning and the use of technology in training, employee development, and special issues in employee development, such as managing diversity, succession planning, and cross-cultural preparation. Chapters in Part IV cover career issues and how companies manage careers, as well as challenges in career management, such as dealing with work-life conflict, retirement, and socialization. Finally, Part V provides a look at the future of training and development.

Book Information

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Customer Reviews

RAYMOND A. NOE is the Robert and Anne Hoyt Designated Professor of Management at The Ohio State University. He was previously a professor in the Department of Management at Michigan State University and the Industrial Relations Center of the Carlson School of Management, University of Minnesota. He received his BS in psychology from The Ohio State University and his MA and PhD in psychology from Michigan State University. Professor Noe conducts research and teaches undergraduate as well as MBA and PhD students in human resource management, managerial skills, quantitative methods, human resource information systems, training, employee development, and organizational behavior. He has published articles in the Academy of Management Annals, Academy of Management Journal, Academy of Management Review, Journal of Applied Psychology, Journal of Vocational Behavior, and Personnel Psychology. Professor Noe is currently on the editorial boards of several journals including Personnel Psychology, Journal of Applied Psychology, and Journal of Organizational Behavior. Professor Noe has received awards for his teaching and research excellence, including the Ernest J. McCormick Award for Distinguished Early Career Contribution from the Society for Industrial and Organizational Psychology. He is also a fellow of the Society of Industrial and Organizational Psychology.

This is one of the best textbooks I have used in my school career. If you want a deeper understanding of the material then this book may not be the right one for you. This book focuses more on helping someone new to the human resources who is looking to understand what helps make up a training and development employee program. I found the definitions clear to understand, the examples very helpful in further understanding the definitions, the diagrams were throughout the book and visually helped me understand what all the written material were trying to convey. This is a very great resource textbook that has made my class so much easier.

This book is a lot of words, but includes good examples and the writer obviously did a lot of research. I actually got so I skimmed the chapters because there is some stuff that is just common sense or if you have worked in HR or a business environment you probably already know some of it. I think there is a new edition out there though, so double check the ISBN before ordering to make sure it matches your course requirement.

A+ great product and was everything I expected!

This was a classroom book

Textbook, required reading for a course. It was an easy read.

This book covers the basics of employee training and how to successfully develop and implement programs in the workplace. I had to use it for a college course but found it quite useful in my work place. Very easy to read and understand the text.

Great knowledge learned.

I am amazed that any professor would want me to waste my time reading this book. All I want is the information, I don't have time to wade through the authors reasoning, judgements, and overly obvious statements. I feel as if I am reading a never ending high school text. No one is reading this book to know why; we already know why that is why we are reading the book -- TEACH US HOW without wasting our time!! I spent some time trying to find an outline for the book on the internet to save time, but haven't been able to.

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