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Employee Training and Development

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Continuous Learning in Organizations Valerie I. Sessa, Manuel London, 2015-06-03

There is already considerable literature on learning at the individual level and a growing body of literature on group and organizational learning But to date there has been little attempt to bring these literatures together and link learning at all three levels Continuous Learning in Organizations targets learning at each of the three levels and demonstrates how processes at one level impacts learning at other levels At the heart of the work is the idea that individuals groups and organizations are living systems with internal learning mechanisms that can be activated and supported or stymied and thwarted Once activated systems can learn adaptively by reacting to a change in the environment they can learn by generating new knowledge and conditions and or they can transform by creating and applying frame breaking ideas and bringing about radically new conditions Individuals groups and organizations are nested within each other forming an increasingly complex hierarchy of intertwined systems From this point of view the book describes the interactions between the levels and how developmental processes at one level affect learning at other levels The text appeals to both the scientist and professionals alike in the fields of human resource development training management and executive education coaching and organization change and development It is also for executives who establish directions for learning and need to convince others that continuous learning is the key to on going success of their enterprise

Women's Career Development in Virtual Remote Work Environments Claretha Hughes, 2025-03-25 This book examines the challenges and opportunities that women face with their career development aspirations while participating in virtual remote VR work The historical workplace disparities experienced by women such as pay gaps and underrepresentation in leadership have been exacerbated by the pandemic Already penalized for motherhood the ability to work virtually and remotely offered an opportunity to democratize the workplace giving women greater flexibility in managing their non work responsibilities while fulfilling their work obligation Nevertheless VR work also has a tendency to make women more invisible and therefore less likely to have networking opportunities and more likely to be overlooked for promotions The author explores these challenges and opportunities faced by women in the era of VR work and addresses some human resource development HRD issues that contribute to the talent retention of VR women workers and offers models theories and frameworks to examine the challenges and opportunities women encounter in VR work environments This book will appeal to HR scholar and scholar

practitioners interested in the ongoing hurdles confronting women in the professional sphere despite the new opportunities presented through VR work It also appeals to gender studies scholars who are interested in VR work s effect on women

Perspectives on Organizational Fit Cheri Ostroff,Timothy A. Judge,2007-06-15 This book concerns how employees consider their work lives how well they fit their jobs the work setting other people and what is important and valued in their organizations Perspectives on Organizational Fit a new book in SIOP s Organizational Frontiers Series takes a scholarly look at fit in organizations the relationship between individu **The Adult Learner** Malcolm S. Knowles,Elwood F. Holton III,Richard A. Swanson,2014-12-05 How do you tailor education to the learning needs of adults Do they learn differently from children How does their life experience inform their learning processes These were the questions at the heart of Malcolm Knowles s pioneering theory of andragogy which transformed education theory in the 1970s The resulting principles of a self directed experiential problem centered approach to learning have been hugely influential and are still the basis of the learning practices we use today Understanding these principles is the cornerstone of increasing motivation and enabling adult learners to achieve This eighth edition has been thoughtfully updated in terms of structure content and style On top of this online material and added chapter level reflection questions make this classic text more accessible than ever The new edition includes Two new chapters Neuroscience and Andragogy and Information Technology and Learning Updates throughout the book to reflect the very latest advancements in the field A companion website with instructor aids for each chapter If you are a researcher practitioner or student in education an adult learning practitioner training manager or involved in human resource development this is the definitive book in adult learning that you should not be without

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