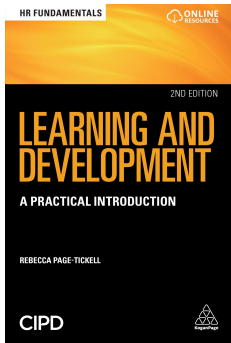


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LEARNING AND DEVELOPMENT EBOOKS 2019



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In today's complex, uncertain and ambiguous business environment, it is essential to develop a workforce's capabilities, skills and competencies to ensure continued organizational success. Learning and Development is a practical guide to the fundamental principles of designing and delivering training and L&D programmes effectively in any size of organization. It demonstrates how to link learning to strategic business goals and explores both the benefits and complexities associated with L&D. Using a combination of practical diagnostic tools, scenarios and case studies, this essential introduction builds knowledge in areas including identifying L&D needs, selecting the most appropriate types of intervention and the processes of measurement and evaluation. This updated second edition of Learning and Development covers the latest trends and developments in the field, such as e-learning, gamification and Massive Open Online Courses (MOOCs), as well as new material on learning measurement and additional international case studies. Online resources include extended case studies, an annotated literature review and self-evaluation tools to support readers in understanding where they are and how to develop their capabilities. The HR Fundamentals series of succinct, practical guides for students and those in the early stages of their HR careers. They are endorsed by the Chartered Institute of Personnel and Development (CIPD), the UK professional body for HR and people development, which has over 145,000 members worldwide.

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