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Placing training activities in the context of organizational strategy, it emphasizes the

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conceptual and practical value of developing training programs that effectively meet strategic and tactical needs, with practical examples provided for both large and small organizations.

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Effective Training: Systems, Strategies and Practices

"Effective Training: Systems, Strategies and Practices "discusses the training process within an overarching framework that shows readers how training activities meet organizational needs that are both strategic and tactical in nature.

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Training: Systems, Strategies and Practices  
discusses the training process within an  
overarching framework that shows readers  
how training activities meet organizational  
needs that are both strategic and tactical in  
nature. KEY TOPICS: Training in  
Organizations; Aligning Training with  
Strategy; Learning, Motivation, and  
Performance; Needs Analysis; Training  
Design; Traditional Training Methods;  
Computer-Based Training Methods;  
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Training in organizations --Aligning  
training with strategy --Learning,  
motivation, and performance --Needs  
analysis --Training design --Traditional  
training methods --Computer-based  
training methods --Development and  
implementation of training ...

Effective training : systems, strategies, and  
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Integrate both learning and design  
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programs. Incorporate both micro and  
macro theories of design. Provide a  
running case applies concepts and

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EFFECTIVE TRAINING, 6e | Chicago  
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Effective Training: Systems, Strategies,  
and Practices is the first book to put  
training into the larger context of an  
organization's overall objectives and  
strategy.

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Effective Training Systems Strategies And Practices Final ...

Effective Training: Systems, Strategies and Practices. For undergraduate and graduate courses in human resources development, human resources management, and organisational training. This text, both academic and practical, discusses theory and principles of training as they relate to organisational objectives and strategies.

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Selecting the most Appropriate Strategy  
The selection of training strategies and

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techniques depends on the:

- objectives to be achieved
- Impact on the learning process (attention, retention and behavioral reproduction)
- Target audience
- organizational constraints

Instructional methods differ in their ability to influence KSAs.

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Effective Training: Systems, Strategies and Practices discusses the training process within an overarching framework that shows readers how training activities meet organizational needs that are both strategic and tactical in nature. Features. Features. Seamless Integration of Theory and Application : The authors continue connecting theory and research surrounding the teaching-learning experience within the “ how-to ” portion of the text.

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Case Analysis: Chapter 4 Needs Analysis, Effective Training - Systems, Strategies, and Practices by Blanchard, Nick and Thatcher, James. The chapter "Needs Analysis" discusses the needs analysis of a company in terms of the training or nontraining needs of the company, and the phase that completes the process of achieving this said analysis.

Chapter 4 Needs Analysis, Effective

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Trainig - Systems ... Practices

Title / Author Type Language Date / Edition Publication; 1. Effective training : systems, strategies, and practices: 1.

For undergraduate and graduate courses in human resources development, human resources management, and organisational training. This text, both academic and practical, discusses theory and principles of training as they relate to organisational objectives and strategies. This practical, reader-friendly book discusses training and how it relates to business objectives and strategies. Using a model of the training process to assist readers in understanding the training process, it emphasizes the value of developing training programs,

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with examples provided for both large and small organizations, relating training to the overall strategy of a firm. This book provides comprehensive coverage of such topics as the role of training in organizations; training in large and small businesses; strategic planning; human resources departments and their role in supporting strategy; theories of learning and their application; needs analysis; training design; training methods; training development and implementation; and training evaluation. For Human Resources Department managers and staff, trainers, project managers, business strategists, and team trainers and team developers. -<http://www.booksinprint.com>

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For students in training courses and

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practitioners interested in developing training programs. Seamlessly integrate training theory and application into your course. Effective Training: Systems, Strategies and Practices discusses the training process within an overarching framework that shows readers how training activities meet organizational needs that are both strategic and tactical in nature.

Effective Training: Systems, Strategies, and Practices is the first book to put training into the larger context of an organization's overall objectives and strategy. The book also presents a

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comprehensive model of the training process, guiding the reader step-by-step from initial needs analysis through the evaluation of a training program's effectiveness; shows the relationship between training and organizational change, and explores how the competencies of each discipline support the objective of the other; uses a contingency approach, suggesting alternative training methods and emphasizing that the best approach depends upon an organization's unique objectives and constraints; addresses the training needs of both large and small organizations, and provides practical examples for each type of organization; and a case example introduces each chapter to motivate interest in the topic, and the examples is referenced throughout the chapter.

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Discusses the best methods of learning, describing how rereading and rote repetition are counterproductive and how such techniques as self-testing, spaced retrieval, and finding additional layers of information in new material can enhance learning.

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