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Soggetti	Employees - Training of Performance Needs assessment Organizational learning Personnel management
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Livello bibliografico	Monografia
Nota di bibliografia	Includes bibliographical references and index.
Nota di contenuto	1. What is this book about? -- 2. What is systems thinking? -- 3. Analysing training needs -- 4. Evaluating training -- 5. Key concepts in systems thinking -- 6. Tools to help systmes thinking -- 7. How do people learn? -- 8. Systemic approaches to analysing training needs -- 9. Specifying learning activities -- 10. Systemic approaches for evaluating training -- 11. Bringing it all together.
Sommario/riassunto	Changing work roles, greater emphasis on individual autonomy, the growing importance of relationships, the complexity of many businesses; all these things call into question the prevailing approach to training needs analysis and evaluation, which still tends to be based on a simple gap analysis between job requirements and an employee's knowledge and skills. Bryan Hopkins's Learning and Performance takes a systemic approach to workplace performance, training needs and the basis on which we can analyse them and evaluate the subsequent training. The author's approach offers a model for HR and training departments that is relevant and sufficiently sophisticated for today's workplaces. As with all his books, Bryan Hopkins combines a complete

understanding of learning and organisational theory with pragmatic examples, ensuring a book that will be read and applied in equal measure.
