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Nota di contenuto	1. Exploring the Notion of Workforce Development -- Part I Sustainability, Growth and Diversity -- 2. Attracting and Retaining Staff: The Role of Branding and Industry Image -- 3. International Developments in Skills Migration: A Case Study of the Opportunities, Threats and Dilemmas for Australia -- 4. Career Paths: Challenges and Opportunities -- 5. Skills Recognition and Recognition of Prior Learning for Workforce Development: Challenges and Possibilities.-6. Recognition of the Skills and Knowledge of Indigenous Employees -- 7. Women and Engineering: A Workforce Development Issue -- Part II Human Capability and Capacity Building -- 8. Transitions in Workplace Communication: Perspectives on the Efficacy of Formal Workplace Mentoring -- 9. Building Workforce Competencies through Complex Projects -- 10. The Developmental Role of Competence Assurance -- 11. The Challenges of Leadership in the Twenty-First Century -- 12. Leadership Talent Identification and Management -- 13. Literacy in the Workplace -- Part III Innovations in Learning and Development -- 14. Coaching in the Workplace -- 15. Contemporary Challenges in E-Learning -- 16. Simulating Work: Can Simulators Help Develop a Workforce? -- Part IV Looking Forward: Changing Perceptions and

Possibilities -- 17. Spirituality at Work: The Contribution of Mindfulness to Personal and Workforce Development -- 18. Evaluation in Workforce Development -- 19. Critical Perspectives on Workforce Development -- 20. The Future of Workforce Development – Old Wine in New Bottles?.

Sommario/riassunto

This book captures the essence of current workforce development perspectives and draws on extensive global research to uncover a range of issues confronting organisations. Taking primarily an Australian outlook after the global financial crisis and tracing the progress of a national industry sector, each chapter delves into a major area of interest for leaders. Overall, the authors make the case that workforce development is an amalgam of activities influenced by context, politics and economic development. As the world becomes increasingly connected and mobile, workforce development is proving to be a major activity for organisations because it impacts their longer-term survival and growth. To stay ahead, successful organisations focus on attracting, building, engaging and retaining talented people. However, in a financially turbulent era where strategy changes quickly, workforce development must not only plan and build the capabilities of people at work, but also contribute to making employment more socially sustainable for a better world. This book provides a thought-provoking collection of scholarly work for business leaders, human resource practitioners and academics working in adult education, business, psychology and social science disciplines. At the same time, it adopts an accessible style for students and others who want to know more about the development of people at work.
