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Nota di contenuto	Cover; Contents; Foreword; Preface to the Second Edition; Preface to the First Edition; Acknowledgements; Letter to CEO/CHRO; Section One: Introduction; 1 - Good HR Practices Can Make a Difference; 2 - Elements of Good HRD: Need for Realignment; 3 - HRD Audit: Basic Concepts and Components; Section Two: HRD and HR Audit; 4 - HRD Strategies; 5 - HRD Culture and Values; 6 - HRD Structures; 7 - HRD Systems; 8 - HRD Competencies; Section Three: HRD Audit Methodology and Issues; 9 - HRD Audit Methodology:Interviews; 10 - HRD Audit Methodology: Observation 11 - HRD Audit Instruments: Questionnaires12 - Measuring Business Impact and Establishing the HRD Score Card; 13 - Writing the HRD Audit Report; 14 - Designing and Using HRD Audit for Business Improvement; Section Four: HRD Audit: The Indian Experience; 15 - Case Studies; 16 - Effectiveness of HRD Audit as an OD Intervention; References; Index; About the Author

Sommario/riassunto

Human capital is an essential component of the market value as well as brand value of every organization. HRD Audit presents the first-ever comprehensive approach to evaluating and re-designing human resource development (HRD) function and interventions, and maximizing their contribution to business goals and human capital formation. A unique feature of the book is the HRD Score Card approach that organizations can use to assess and benchmark their level of HRD and its alignment with business goals. The second edition is thoroughly updated and revised to cater to the needs of current practitioners.
