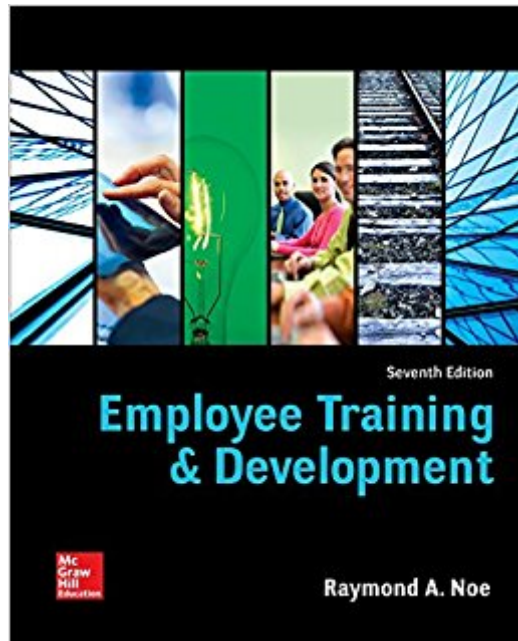


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# Employee Training & Development (Irwin Management)



## Synopsis

Best selling title for this course. Companies that use innovative training and development practices are likely to report better financial performance than their competitors that do not. Training and development also help a company develop the human capital needed to meet competitive challenges. Many companies now recognize that learning through training, development, and knowledge management helps employees strengthen or increase their skills directly impacting their job performance, satisfaction, and career advancement. Training has moved from an emphasis of a onetime event to the creation of conditions for learning that can occur through collaboration, online learning, traditional classroom training, or a combination of these methods. The 7th edition covers and addresses the changes in training and development from an employer and employee perspective - adding value to the employer and employee. Based on the author's extensive experience in teaching training and development courses to both graduate and undergraduate students, *Employee Training and Development, Seventh Edition*, retains the lively writing style, inspiring examples, and emphasis on new technology and strategic training from previous editions. AUTHOR NOTE: Ray Noe has taught for more than 25 years at Big Ten universities, including Michigan State University and University of Minnesota. Professor Noe conducts research and teaches all levels of students - from undergraduates to executives - in human resource management, training and development, performance management, and talent management. He has published articles and has served on the editorial boards of many top journals. He has received numerous awards for his teaching and research excellence, and is also a fellow of the Society of Industrial and Organizational Psychology.

## Book Information

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## **Customer Reviews**

RAYMOND A. NOE is the Robert and Anne Hoyt Designated Professor of Management at The Ohio State University. He was previously a professor in the Department of Management at Michigan State University and the Industrial Relations Center of the Carlson School of Management, University of Minnesota. He received his BS in psychology from The Ohio State University and his MA and PhD in psychology from Michigan State University. Professor Noe conducts research and teaches undergraduate as well as MBA and PhD students in human resource management, managerial skills, quantitative methods, human resource information systems, training, employee development, and organizational behavior. He has published articles in the Academy of Management Annals, Academy of Management Journal, Academy of Management Review, Journal of Applied Psychology, Journal of Vocational Behavior, and Personnel Psychology. Professor Noe is currently on the editorial boards of several journals including Personnel Psychology, Journal of Applied Psychology, and Journal of Organizational Behavior. Professor Noe has received awards for his teaching and research excellence, including the Ernest J. McCormick Award for Distinguished Early Career Contribution from the Society for Industrial and Organizational Psychology. He is also a fellow of the Society of Industrial and Organizational Psychology.

This is a very long winded and redundant book. Although it is supposed to be a textbook, it is not written like one. There are no delineated objectives. There seems to be four to five examples for every subtopic. My profession also felt there was a lot more than was needed and cut down the PowerPoint slides. They were usually around 50 slides for each chapter. This was a book that you really had to sift through in order to get the important point. A speed reader who is trained to ignore the superfluous would have an easier time reading this book. The book repeated various topics over and over, from one chapter to the next, definitely more than was needed.

Great book for school

This was right on time for me. I was assigned this book for class but then was promoted into a training position at work. This book has helped me prepare for my new role.

The book could be 50% shorter. the author just repeats himself constantly so the content isn't that much, he just says it several times.

Not entirely organized but great information

A+

ok

Like most business textbooks, it's simply a collection of vocabulary. Likewise, it is written toward conglomerate organization with 20,000 employees. The reality is that most employees work at mid-sized companies. In closing, it was too light on actual training such as speaking to an audience, slides, materials, etc.

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