



Human Resource Development

David McGuire

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David McGuire's student-friendly introduction looks at **Human Resource Development** on an individual, organisational and societal level analysing how HRD can play a major role in organisational innovation, in developing communities and society and in operating on a cross-national and international basis.

Key features:

- Links key training design and learning theories to broader economic and societal issues for a more holistic and in-depth understanding of the field.
- Seven brand new chapters ensure a good fit with HRD programmes at all levels and reflect the latest developments in the field, including career development, strategic HRD, knowledge management, the environment, ethics and CSR and the future of HRD.
- High profile case studies in each chapter bring the theory to life including Apple, Massive Open Online Courses, Barclays, Stephen Lawrence, Lloyds Pharmacy, Marriott Hotels, Netflix, Black and Decker, Google, Colgate-Palmolive, Marks and Spencer and Valve.
- Case vignettes throughout the chapters highlight HRD in action and provoke critical analysis and discussion, including *How a Beer Can Aided the Design of Canon's Revolutionary Mini-Copier* and *The Alaskan Village Set to Disappear Under Water in a Decade*.
- An Appendix contains advice on preparing for an HRD examination as well as example exam questions and sample answers, to ensure examination success.
- Chapters map to the CIPD's requirements at levels 5 and 7 making it an ideal core text for accredited and non-accredited programmes alike.



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