



Employee Training & Development

Raymond A. Noe

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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.

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Sitha says

This book helped me a lot for my thesis. Of course it's too general if you look for specific topics like TNA, Evaluation or Design. But this can be a good reference.

Rachel Aranda says

This is one of the best textbooks I have used in my school career. If you want a deeper understanding of the material then this book may not be the right one for you. This book focuses more on helping someone new to the human resources who is looking to understand what helps make up a training and development employee program. I found the definitions clear to understand, the examples very helpful in further understanding the definitions, the diagrams were throughout the book and visually helped me understand what all the written material were trying to convey. This is a very great resource textbook that has made my class so much easier.

Jepoy Antonio says

how do i read it?

Walid Essam says

too detailed information, very beneficial

David says

current class book

Tomáš Kratochvíl says

Honestly, I've read much better books about I/O psychology and management (and I've read only a handful). This one uses MBTI for its examples. And is quite repetitive and uses too much words to explain quite simple things. Also the company examples it uses are too much American-centered. Even though this book isn't meant only for Americans. Average is the best word I can label it with. 2,5/5.

LeAnn says

For school

Joni says

Actually liked reading this book. It met all the objectives it set out to cover. All of the Professor's assignments were taken from the book...discussion questions, application exercises, and case papers. Part of our grade was setting up an interactive computer based training (CBT) module which was discussed in the book. The class itself stretched me academically and exercised my critical thinking skills. Enjoyed the text, the class, and especially Professor Michelle Smith, PhD. I usually rent my text and return them after I've completed the class, but I'm actually thinking of keeping this one.

Irshad Khan says

good book
