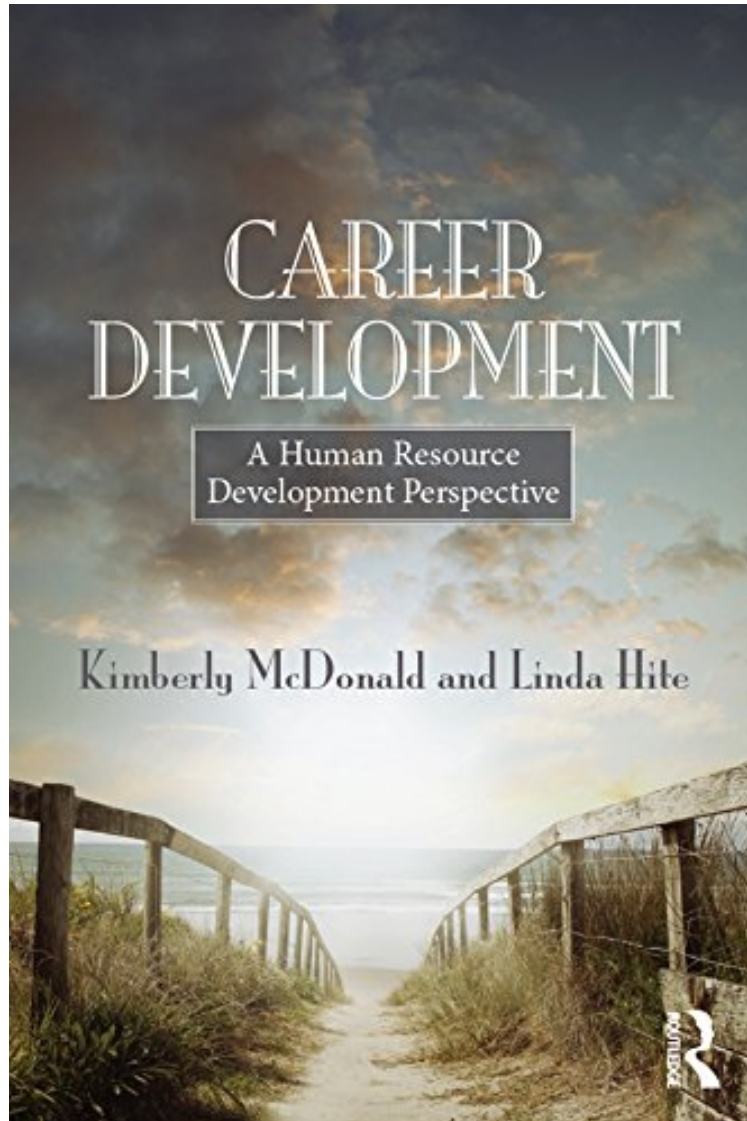


(Download free ebook) Career Development: A human resource development perspective

Career Development: A human resource development perspective

Kimberly McDonald, Linda Hite

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Kimberly McDonald, Linda Hite : Career Development: A human resource development perspective before purchasing it in order to gauge whether or not it would be worth my time, and all praised Career Development: A human resource development perspective:

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Career Development: A Human Resource Development Perspective offers a strategic framework that demonstrates the role of career development within the human resource function. It goes beyond conventional interventions and

includes key topics such as diversity, workndash;life balance, and ethics. Historically, the career development literature has been viewed either from the perspective of the individual (how to build a career) or from an economic perspective (how an organization benefits from developing employees). In this book, McDonald and Hite bring together the strengths of both traditions, offering an integrated framework for career development. The theoretical foundation expands on the counseling literature by incorporating the literature from human resource development and related fields. The application section reflects on the wide range of ages and working options that characterize the current and future workplace. The final section of the book addresses career development issues such as managing a diverse, global workforce; ethics; and workndash;life balance. This book will help preparenbsp;human resource developmentnbsp;students, scholars, and practitioners to develop and maintain successful career development programs, and to foster more innovative research that advances the discourse.

Simply put, this exemplary text provides a much-needed resource on an important topic. The demands of today's work settings require that employees know how their learning activities will help advance their interests and address the performance needs of their organizations. McDonald and Hite provide a thoughtful understanding of career development, guiding HRD professionals and managers to achieve mutually beneficial outcomes. ndash; Ronald L. Jacobs, University of Illinois, USA McDonald and Hite's book does not disappoint. The title encompasses contemporary career theories and the latest research, making both accessible to the researcher and HRD practitioner. The authors also consider the changing nature of work, such as the role of technology and workforce demographics, and offers strategic career development advice for individuals and organizations. ndash; Eddy Ng, PhD, Dalhousie University, Canada This new textbook provides a concise and comprehensive analysis of the core theories and frameworks underpinning career development. Written in an engaging and accessible style, it is suited to both undergraduate and graduate-level students. It is sure to become a favourite amongst academics and students alike. ndash; David McGuire, Edinburgh Napier University, Scotland About the Author Kimberlynbsp;McDonald is Professor of Organizational Leadership and Supervision at Indiana-Purdue University Fort Wayne, USA. Her research focuses on career development, ethical issues in human resource development, and diversity education. She recently completed her term as editor-in-chief of the journal *Advances in Developing Human Resources*. Linda Hite is Professor of Organizational Leadership and Supervision at Indiana-Purdue University Fort Wayne, USA. Her research focuses on workforce diversity, career development, and diversity education. She has been book and media review editor for *New Horizons in Adult Education and Human Resource Development*.