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This book provides an up-to-date overview of the state of the HRD profession as well as the terminology and processes required for sound HRD practice and research. Swanson and Holton's work is supplemented with contributions from Professors Alexandre Ardichvili, Theo Bastiaens, Thomas J. Chermack, Richard W. Herling, K. Peter Kuchinke, Sharon S. Naquin, Wendy E. A. Ruona, Richard J. Torracco, Greg G. Wang, and Karen E. Watkins.

This second edition has been completely revised, updated, and expanded, with new chapters on component HRD theories, policy and planning, technology, and globalization, as well as supplemental study questions, PowerPoint presentations, and figures available online at [www.textbookresources.net](http://www.textbookresources.net).

The book is divided into seven parts. Part I, provides a basic understanding of the HRD models, processes and history. Part II outlines the critical theoretical and philosophical foundations of HRD. Part III explores learning and performance paradigms and associated models within each. The next two parts capture the substance of training and development and organization development, including examples of best practices along with variations in core thinking, processes, interventions, and tools. Part VI focuses on HRD's role in high-level organizational and systems-level issues of strategy, accountability, and policy and planning. Finally, Part VII addresses contemporary issues such as globalization, technology, and emerging challenges to the field.

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