

Career Development
A Human Resource Development
Perspective
SECOND EDITION

Kimberly S. McDonald and Linda M. Hino



Career Development A Human Resource Development Perspective

Norio Kambayashi



Career Development A Human Resource Development Perspective:

Career Development Kimberly S. McDonald, Linda M. Hite, 2023-04-26 Career Development A Human Resource Development Perspective second edition offers an integrated framework for career development within the Human Resource function. It goes beyond conventional interventions providing an interdisciplinary perspective. The authors explore challenges associated with contemporary careers and how a complication of contextual factors, individual attributes and support mechanisms have and will influence career development. As with the previous edition, McDonald and Hite bring together the strengths of both theory and practical application, offering an integrated framework for career development. New to this edition are Cases to support further reflection and problem solving, Supplementary material for each chapter that includes discussion questions and further resources, An enhanced chapter on ethics and social justice, A concluding chapter which explores ongoing trends to expand the career development conversation. This book will help prepare human resource development students, scholars and practitioners to develop and maintain successful career development programs and to foster more innovative research that advances the discourse as well as address their own professional interests. Career Development Kimberly McDonald, Linda Hite, 2012 *Identity, Meaning, and Subjectivity in Career Development* Julie Gedro, 2017-07-07 This book closely interrogates the construct of identity and the role it plays in career development. It provides guidance for HRD practitioners and researchers who create career development programs through a typology of different categories of identity such as demographics, life events and career histories. The book presents a framework for considering and addressing career development from a critically reflective perspective of identity as a result of choice, chance and adaptation. It offers a comprehensive understanding and awareness of tacit, nuanced and stigmatized issues that were once shameful but have now become more socially acceptable. As a result, HRD practitioners can design programs and resources that have a richness and relevance that might heretofore be lacking. The book also offers guidance for individuals as they take charge of their own identities and career trajectories in an increasingly complex and unpredictable working environment. *Foundations of Human Resource Development, Third Edition* Richard A. Swanson, 2022-03-08 The third edition of this classic is a must-have text for the human resource development (HRD) profession. It has with brand new material on the impact of technology, globalization and emerging business trends on HRD practice. Human Resource Development is a large field of practice but a relatively young academic discipline. For the last two decades, Foundations of Human Resource Development has fulfilled the field's need for a complete and thoughtful foundational text. This essential text provides an up-to-date overview of the HRD profession along with the terminology and processes required for sound HRD research and practice. Readers will gain a basic understanding of HRD models and theories that support best practice. History and philosophical foundations of the field, HRD's role in learning, performance and change in organizations. This new edition has been updated throughout and contains new chapters on assessment, technology, globalization and future challenges. Examples

of best practices are included along with variations in core thinking processes interventions tools and much more This must have reference will help both practitioners and academics add clarity to their professional journeys Career Development Kimberly S. McDonald,Linda M. Hite,2015-12-22 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 work 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 work life balance This book will help prepare human resource development students scholars and practitioners to develop and maintain successful career development programs and to foster more innovative research that advances the discourse **Foundations of Human Resource Development** Richard A Swanson,2022-03-08 The third edition of this classic is a must have text for the human resource development HRD profession It has with brand new material on the impact of technology globalization and emerging business trends on HRD practice Human Resource Development is a large field of practice but a relatively young academic discipline For the last two decades Foundations of Human Resource Development has fulfilled the field s need for a complete and thoughtful foundational text This essential text provides an up to date overview of the HRD profession along with the terminology and processes required for sound HRD research and practice Readers will gain a basic understanding of HRD models and theories that support best practice History and philosophical foundations of the field HRD s role in learning performance and change in organizations This new edition has been updated throughout and contains new chapters on assessment technology globalization and future challenges Examples of best practices are included along with variations in core thinking processes interventions tools and much more This must have reference will help both practitioners and academics add clarity to their professional journeys HRD Perspectives on Developmental Relationships Rajashi Ghosh,Holly M. Hutchins,2022-01-04 Developmental relationships constitute interdependent generative connections that promote growth and learning among individuals While studies reporting the impact of developmental relationships on learning performance and career development leaves no doubt about its relevance to the human resource development HRD field we lack an in depth understanding of how developmental relationships apply to the myriad of topics relevant to contemporary HRD research and practice such as social justice diversity and equity leadership development career transitions knowledge sharing organization development employee engagement

organizational learning culture globalization national HRD and technology at work This book presents a comprehensive collection of evidence based studies and conceptual articles that explore how developmental relationships that are cultivated within and outside of the workplace apply to those clusters of topics in HRD Organized around six themes the chapters examine topics such as knowledge management critical perspectives on gender diversity and equity building a learning organization talent development and emotional closeness in the context of virtual workplaces In doing so the book highlight how research on developmental relationships can be the underlying thread connecting the otherwise disconnected varied topical foci of HRD research and practice thus broadening our understanding of the relevance of developmental relationships within the HRD field This volume advances HRD scholarship and will appeal to researchers interested in exploring the nature and benefits of developmental relationships including mentoring and coaching

The Sage Handbook of Human Resource Development Tonette S. Rocco, Michael Lane Morris, Rob F. Poell, 2024-08-30 The Sage Handbook of Human Resource Development offers a comprehensive exploration of the evolving landscape of HRD serving as both an orientation to the profession and an analytical examination of HRD as a field of study and research The handbook addresses key questions such as the state of HRD globally its changes over the past decade and the foundational philosophies and values shaping research and practice in HRD Across eight sections the handbook covers foundational aspects theoretical influences learning and workforce development talent and career development leadership and organizational development diversity equity inclusion and belonging technology enhanced HRD and emerging issues and future directions Each section provides insights into diverse topics ranging from workplace learning action learning and employee engagement to social media artificial intelligence and future trends With contributions from scholars across the globe the handbook reflects the global nature of HRD making it applicable to academic programs worldwide Designed for academics graduate students HR leaders executives managers and consultants this handbook stands out with its diverse perspectives and insights making it an indispensable guide for those seeking a deep understanding of the dynamic field of Human Resource Development

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THE DISCIPLINE OF HRD
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H EMERGING ISSUES AND FUTURE DIRECTIONS

Bridging the Scholar-Practitioner Gap in Human Resources Development Hughes, Claretha, 2016-03-17 Human resource professionals are an essential part of an organization by helping to establish a rapport between employees and their managers and providing individual support they ensure the overall well being and success of an establishment However in certain sectors such as academia or industrial settings their role still remains unclear Bridging the Scholar Practitioner Gap in Human Resources Development examines the knowledge breach in the role of human resources professionals and the pivotal role they play in an organization Featuring timely research future implications and practical

applications of theoretical assumptions this publication is a pivotal source for professionals practitioners academics and researchers interested in the impact human resources specialists have in organizational settings

Human Resource Management in Japan Norio Kambayashi, 2025-08-20 This textbook provides an introductory level description of the history and current status of human resource management HRM in Japanese companies and its potential for future development The book facilitates the learning of the basic mechanisms of organizational behavior work management in organizations and HRM systems in Japanese companies including employment management human resource development evaluation promotion wages and benefits and labor management relations In addition the book makes available information on contemporary issues facing Japanese companies such as globalization diversity management and management of the work life balance In general the book offers an easy to understand explanation of how and why the HRM systems of Japanese companies differ from those in other Asian countries the USA and Europe Readers will see that the communal HRM systems in Japanese companies is in the process of being transformed into a market based system as the momentum of global capitalism gradually permeates Japanese society In addition they will learn how Japanese companies are seeking to gain competitive advantage under the advance of globalization on the basis of human resources

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