



Part VIII

Human resource development

Human resource development (HRD) is concerned with the provision of learning, development and training opportunities in order to improve individual, team and organizational performance. HRD is essentially a business-led approach to developing people within a strategic framework.

This part considers human resource development under the following headings:

- *Strategic human resource development – definition, aims and activities.*
- *Organizational learning – the process of organizational learning and the concept of the learning organization.*
- *How people learn – a review of learning theory as it affects individual learning.*
- *Learning and development – how organizations make arrangements for appropriate learning and development to take place by various means, including training.*
- *E-learning – the use of electronic methods of supporting learning.*
- *Management development – improving the performance of managers, encouraging self-development and giving them opportunities for growth; the concept of emotional intelligence and its relevance to the development of effective managers.*
- *Formulating and implementing learning and development strategies.*