**PRACTISING TRAINING AND DEVELOPMENT**

**- In South African Organisations 2nd Edition**

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This second edition addresses the evolving skills development landscape, which has profound implications for training and development (T&D) in the workplace. It offers a sound theoretical

and practical framework for both experienced professionals and those new to the outcomes-based, occupation-directed and work-based T&D approach to workplace learning design.

**Key features**

• explains the new skills development legislation and the implications for workplace learning design, delivery, assessment and evaluation in the South African occupational learning system context

• offers insight into the psychology of adult learning, motivation and performance

• guides students and T&D professionals through the classical training cycle and offers practical guidelines for occupation-directed, work-based learning design, delivery, assessment and evaluation

• explores T&D management from a Human Resources Development (HRD) strategic and value adding perspective

• discusses quality assurance matters related to work-based learning design, delivery, assessment, evaluation and management

• provides guidance to T&D professionals regarding the profession, ethical standards and values, and their continued professional development.

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**Recommended for**

Integrating theoretical and practical perspectives, this book offers a comprehensive overview of the National Skills Development Framework, as well as the occupation-directed, work-based learning design approach to T&D practices, tools and techniques as they apply to the South African workplace. As a result, this book will be invaluable to both undergraduate students and practising T&D and HRD professionals.

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