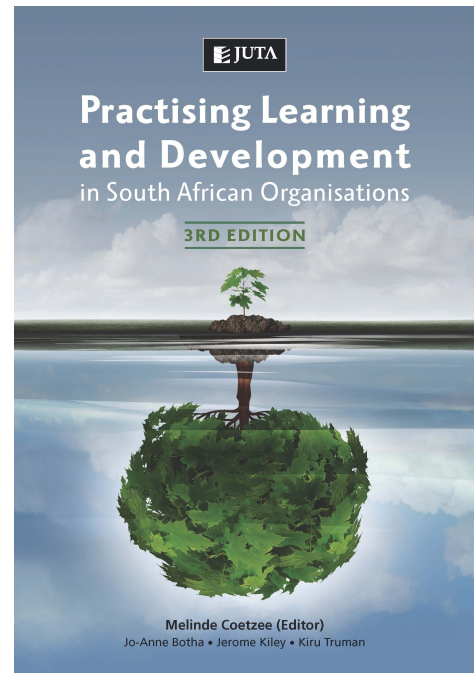


Practising Learning and Development: In South African Organisations

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About this Publication:

Practising Learning and Development in South African Organisations 3e offers an outcome-based, occupation-directed and work-based L&D approach to workplace learning design. It presents an insightful investigation into the learning preferences of a digital society in the rapidly evolving twenty-first-century workplace, in a new chapter on learning design.

Key Features

- An updated overview of skills development legislation and the implications for workplace learning design, delivery, assessment, evaluation and quality assurance in the South African context
- Insight into the psychology of adult learning, motivation and performance
- Guides students and L&D professionals through the classical Dynamic Learning Cycle
- Practical guidelines for both modern online learning design and outcomes-and work-based learning design, delivery, assessment and evaluation
- Explores the dynamics and methods of effective learning and development needs analysis, and how a needs analysis informs the workplace skills plan
- Explores L&D management from an HRD strategic and value-adding perspective
- Integrating theoretical and practical perspectives, this book gives a comprehensive overview of the National Skills Development Framework

Contents Include:

- Chapter 1: The South African learning and development landscape
- Chapter 2: The psychology of learning, employee motivation and performance
- Chapter 3: Conducting a learning and development needs analysis
- Chapter 4: Outcomes-based workplace learning design
- Chapter 5: Online learning design
- Chapter 6: Delivering learning and development interventions
- Chapter 7: Assessment and moderation in learning and development
- Chapter 8: Evaluating learning intervention effectiveness
- Chapter 9: Managing learning and development in the workplace
- Chapter 10: Profession and practice of learning and development

Of Interest and Benefit to:

This text is a must-have for undergraduate students, and practicing L&D and HRD professionals alike.