



Ronald L. Jacobs

STRUCTURED ON-THE-JOB TRAINING

Unleashing
Employee Expertise
in the Workplace

SECOND EDITION

Structured Onthejob Training Unleashing Employee Expertise In The Workplace

EW Minium



Structured On-the-job Training Unleashing Employee Expertise In The Workplace:

Structured On-the-job Training Ronald L. Jacobs, Michael J. Jones, 1995 Guidelines for setting up training programmes in the work setting since up to 80% of employees job knowledge is gained on the job OJT on the job training **Structured On-the-Job Training** Ronald Jacobs, 2003-03-12 Based on 20 years of research and development in a range of organizations This revised and expanded edition of a classic text provides a comprehensive guide to understanding developing and using structured on the job training in a variety of training situations and organizational contexts Jacobs defines S OJT and provides a rationale based on the need to develop high levels of employee competence or expertise in the workplace He then describes a six step process used to design and implement S OJT programs The emphasis here is how S OJT can be used for managerial training technical training and awareness training The chapters in the final section describe how S OJT has been used to achieve organizational and societal goals Included in this section are discussions regarding S OJT as an organizational change strategy quality management cross cultural aspects and workforce development **Structured On-the-Job**

Training Ronald L. Jacobs, 2003-03-15 Based on 20 years of research and development in a range of organizations This revised and expanded edition of a classic text provides a comprehensive guide to understanding developing and using structured on the job training in a variety of training situations and organizational contexts Jacobs defines S OJT and provides a rationale based on the need to develop high levels of employee competence or expertise in the workplace He then describes a six step process used to design and implement S OJT programs The emphasis here is how S OJT can be used for managerial training technical training and awareness training The chapters in the final section describe how S OJT has been used to achieve organizational and societal goals Included in this section are discussions regarding S OJT as an organizational change strategy quality management cross cultural aspects and workforce development **The Nonprofit Manager's**

Resource Directory Ronald A. Landskroner, 2002-04-30 A newly revised and updated edition of the ultimate resource for nonprofit managers If you re a nonprofit manager you probably spend a good deal of your time tracking down hard to find answers to complicated questions The Nonprofit Manager s Resource Directory Second Edition provides instant answers to all your questions concerning nonprofit oriented product and service providers Internet sites funding sources publications support and advocacy groups and much more If you need help finding volunteers understanding new legislation or writing grant proposals help has arrived This new updated edition features expanded coverage of important issues and even more answers to all your nonprofit questions Revised to keep vital information up to the minute The Nonprofit Manager s Resource Directory Second Edition Contains more than 2 000 detailed listings of both nonprofit and for profit resources products and services Supplies complete details on everything from assistance and support groups to software vendors and Internet servers management consultants to list marketers Provides information on all kinds of free and low cost products available to nonprofits Features an entirely new section on international issues Plus 10 bonus sections available only on CD ROM The

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Implementing On-the-Job Learning (In Action Case Study Series) Jack J. Phillips, 2023-05-26 Do You Want to Make Better Use of Your Organizational Resources and Create More Relevant More Effective Training The emergence of the knowledge economy has brought new challenges to most organizations To succeed organizations have to respond quickly to this continuum of change Off the job training requires a sizeable investment in organizational resources with sometimes questionable outcomes This book *Implementing On the Job Learning* will illustrate how other companies have used and implemented a particular approach to facilitating employee learning in organizations structured on the job learning Structured on the job learning programs have the potential to make better use of your organization s resources and create training that is more relevant and effective This casebook should interest anyone involved in human resource development especially those who make decisions regarding the design and delivery of training programs The primary audience is practitioners who want to implement on the job training programs but have been frustrated in their attempts to find solid real life examples Instructors students in university and seminar settings and researchers will also find this book to be a useful reference Another audience is organization managers who want to make sure that trainers are adequately informed about potential training options No matter how you plan to use this book you will find it a valuable tool as you decide how to best meet the training development and performance goals of your organization ASTD is proud to present the 27th book in the IN ACTION Series offering 13 case studies from a variety of organizations The case study authors are diligently pursuing accountability in their areas of expertise Through their writing they share experiences at the forefront of applying leading edge principles of on the job learning

Modelling Accelerated Proficiency in Organisations Dr Raman K Attri, 2022-05-31 This book presents a research thesis of a large scale study conducted with over 50 large organizations in 7 countries with 80 business leaders to understand how businesses speed up the proficiency of their employees to meet business challenges The book describes a start to end research study that explored the concept of accelerated proficiency of employees in organizations The book is organized into five chapters The book introduces the concept of accelerated proficiency in a business context in light of reviews of four decades of classic studies The research methodology to identify sources recruit participants and the mechanism to collect as well as analyze data have been explained in detail The book reveals six business practices implemented by organizations across the board that seem to make a major impact in shortening the time to proficiency of employees Important observations and findings have been discussed as implications in regards to how

organizations orchestrated six business practices as an input output feedback system to reduce the time to proficiency of the workforce The book briefly explains how these six practices were implemented through a set of twenty four strategies in various contexts The concepts and findings discussed in this book contribute significantly to the body of knowledge on accelerated proficiency In particular the conceptual model and the framework developed in this study can be implemented across a range of contexts business sectors job types and settings to reduce the time to proficiency of the workforce

Blackwell's Five-Minute Veterinary Practice Management Consult Lowell Ackerman, 2013-08-13 *Blackwell's Five Minute Veterinary Practice Management Consult* Second Edition has been extensively updated and expanded with 55 new topics covering subjects such as online technologies hospice care mobile practices compassion fatigue practice profitability and more Carefully formatted using the popular Five Minute Veterinary Consult style the book offers fast access to authoritative information on all aspects of practice management This Second Edition is an essential tool for running a practice increasing revenue and managing staff in today's veterinary practice Addressing topics ranging from client communication and management to legal issues financial management and human resources the book is an invaluable resource for business management advice applicable to veterinary practice Sample forms and further resources are now available on a companion website Veterinarians and practice managers alike will find this book a comprehensive yet user friendly guide for success in today's challenging business environment

The Routledge Companion to Human Resource Development Rob F. Poell, Tonette S. Rocco, Gene L. Roth, 2014-09-25 The field of Human Resource Development HRD has grown in prominence as an independent discipline from its roots in both management and education since the 1980s There has been continual debate about the boundaries of HRD ever since Drawing on a wide and respected international contributor base and with a focus on international markets this book provides a thematic overview of current knowledge in HRD across the globe The text is separated into nine sections which explore the origins of the field adjacent and related fields theoretical approaches policy perspectives interventions core issues and concerns HRD as a profession HRD around the world and emerging topics and future trends An epilogue rounds off the volume by considering the present and future states of the discipline and suggesting areas for further research The Routledge Companion to Human Resource Development is an essential resource for

researchers students and HRD professionals alike The Futurist, 1995 **Informal Learning on the Job** Richard A. Swanson, Marie Volpe, 1999 *Employee Perceptions of Intended and Unintended Work Experience Outcomes in the*

On-the-job Development of Work Expertise Richard Wayne Herling, 2005 *M&O.*, 2003 **Harvard Business School Core Collection** Baker Library, 1999 *Performance Improvement Interventions* Peter John Dean, David E. Ripley, 1998

Human Resource Planning, 1995 Individual Differences and Development in Organisations Michael Pearn, 2002-12-30 Developing the talents of everyone comprising an organization is critical to sustainable organizational effectiveness This handbook provides a unique and authoritative review of relevant research theoretical developments and best practices in the

management of individual development Drawing on the expertise of renowned specialists and practitioners this book serves as a practical resource for the guidance and support of those whose role it is to assist the professional development of workers **The Status of Training Structure in Fortune 500 Corporations** Marjana Frances Nys Callery,2001

Work in America [2 Volumes] Carl E. Van Horn,Herbert A. Schaffner,2003 The first comprehensive analysis of work and the workforce in the United States from the Industrial Revolution to the era of globalization This comprehensive two volume reference book is the first to analyze the central role of work and the workforce in U S life from the Industrial Revolution through today s information economy Drawing on a variety of disciplines economics public policy law human and civil rights cultural studies and organizational psychology its 256 entries examine key events concepts institutions and individuals in labor history Entries also tackle tough contemporary questions that reflect the conflicts inherent in capitalism What is the impact of work on families and communities On minority and immigrant populations How shall we respond to changing work roles and the growing influence of the transnational corporation Work in America describes and evaluates attempts to address social and class issues affirmative action occupational health and safety corporate management science and trade unionism and organized labor and offers the kind of comprehensive understanding needed to discover workable solutions 256 A Z entries on topics ranging from Amazon com to income gaps and wages An impressive array of expert contributors representing labor history labor economics labor law welfare and social policy human resource management women s history media studies political science workforce development and employment policy Extensive historiography of U S labor and industrial relations End of entry bibliographies of references for further research *The Boss's Survival Guide* Bob Rosner,Allan Halcrow,Alan S. Levins,2001 Provides hands on real world advice on how to hire motivate and keep today s higher educated less loyal employee *The Guidebook for Performance Improvement* Roger A. Kaufman,Sivasailam Thiagarajan,Paula MacGillis,1997

Structured Onthejob Training Unleashing Employee Expertise In The Workplace Book Review: Unveiling the Power of Words

In a global driven by information and connectivity, the energy of words has are more evident than ever. They have the capability to inspire, provoke, and ignite change. Such is the essence of the book **Structured Onthejob Training Unleashing Employee Expertise In The Workplace**, a literary masterpiece that delves deep into the significance of words and their impact on our lives. Compiled by a renowned author, this captivating work takes readers on a transformative journey, unraveling the secrets and potential behind every word. In this review, we will explore the book is key themes, examine its writing style, and analyze its overall affect readers.

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