



Ronald L. Jacobs

STRUCTURED ON-THE-JOB TRAINING

Unleashing
Employee Expertise
in the Workplace

SECOND EDITION

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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

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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

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Table of Contents Structured Onthejob Training Unleashing Employee Expertise In The Workplace

1. Understanding the eBook Structured Onthejob Training Unleashing Employee Expertise In The Workplace
 - The Rise of Digital Reading Structured Onthejob Training Unleashing Employee Expertise In The Workplace
 - Advantages of eBooks Over Traditional Books
2. Identifying Structured Onthejob Training Unleashing Employee Expertise In The Workplace
 - Exploring Different Genres
 - Considering Fiction vs. Non-Fiction
 - Determining Your Reading Goals
3. Choosing the Right eBook Platform
 - Popular eBook Platforms
 - Features to Look for in an Structured Onthejob Training Unleashing Employee Expertise In The Workplace
 - User-Friendly Interface
4. Exploring eBook Recommendations from Structured Onthejob Training Unleashing Employee Expertise In The Workplace
 - Personalized Recommendations
 - Structured Onthejob Training Unleashing Employee Expertise In The Workplace User Reviews and Ratings
 - Structured Onthejob Training Unleashing Employee Expertise In The Workplace and Bestseller Lists
5. Accessing Structured Onthejob Training Unleashing Employee Expertise In The Workplace Free and Paid eBooks
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- Structured Onthejob Training Unleashing Employee Expertise In The Workplace eBook Subscription Services
- Structured Onthejob Training Unleashing Employee Expertise In The Workplace Budget-Friendly Options
- 6. Navigating Structured Onthejob Training Unleashing Employee Expertise In The Workplace eBook Formats
 - ePub, PDF, MOBI, and More
 - Structured Onthejob Training Unleashing Employee Expertise In The Workplace Compatibility with Devices
 - Structured Onthejob Training Unleashing Employee Expertise In The Workplace Enhanced eBook Features
- 7. Enhancing Your Reading Experience
 - Adjustable Fonts and Text Sizes of Structured Onthejob Training Unleashing Employee Expertise In The Workplace
 - Highlighting and Note-Taking Structured Onthejob Training Unleashing Employee Expertise In The Workplace
 - Interactive Elements Structured Onthejob Training Unleashing Employee Expertise In The Workplace
- 8. Staying Engaged with Structured Onthejob Training Unleashing Employee Expertise In The Workplace
 - Joining Online Reading Communities
 - Participating in Virtual Book Clubs
 - Following Authors and Publishers Structured Onthejob Training Unleashing Employee Expertise In The Workplace
- 9. Balancing eBooks and Physical Books Structured Onthejob Training Unleashing Employee Expertise In The Workplace
 - Benefits of a Digital Library
 - Creating a Diverse Reading Collection Structured Onthejob Training Unleashing Employee Expertise In The Workplace
- 10. Overcoming Reading Challenges
 - Dealing with Digital Eye Strain
 - Minimizing Distractions
 - Managing Screen Time
- 11. Cultivating a Reading Routine Structured Onthejob Training Unleashing Employee Expertise In The Workplace
 - Setting Reading Goals Structured Onthejob Training Unleashing Employee Expertise In The Workplace
 - Carving Out Dedicated Reading Time
- 12. Sourcing Reliable Information of Structured Onthejob Training Unleashing Employee Expertise In The Workplace
 - Fact-Checking eBook Content of Structured Onthejob Training Unleashing Employee Expertise In The Workplace
 - Distinguishing Credible Sources

13. Promoting Lifelong Learning
 - Utilizing eBooks for Skill Development
 - Exploring Educational eBooks
14. Embracing eBook Trends
 - Integration of Multimedia Elements
 - Interactive and Gamified eBooks

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