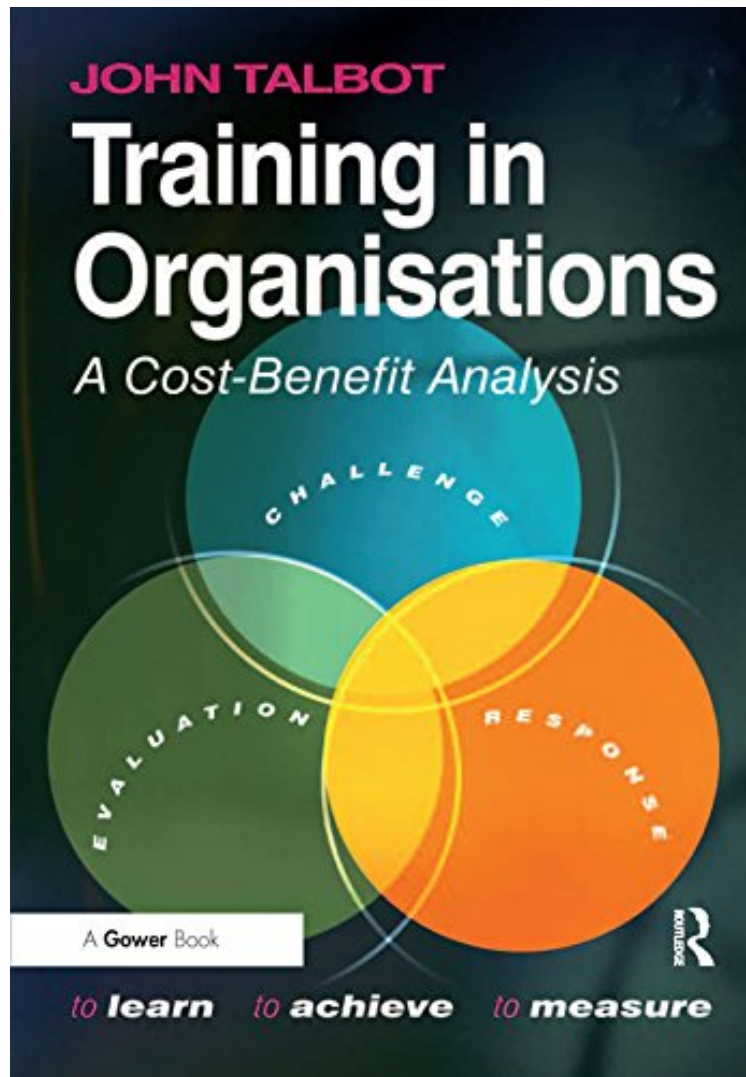


Training in Organisations: A Cost-Benefit Analysis

John Talbot

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John Talbot : Training in Organisations: A Cost-Benefit Analysis before purchasing it in order to gauge whether or not it would be worth my time, and all praised Training in Organisations: A Cost-Benefit Analysis:

For many organisations, training and development remain an aspiration rather than fundamental to their business, and the consequent investment is subject to reductions or reallocations when times get tough. Yet increasing pressures from business globalisation mean that organisations are absolutely dependent on the skills of their workforce if they are to remain competitive. John Talbot's Training in Organisations: A Cost-Benefit Analysis, provides the basis for measuring and analysing the cost and value associated with training. It looks both at manual skills and management

training analysis to explore the various approaches for costing training, controlling those costs and applying value analyses to the investment that is being made. Also included is a series of international comparisons across a variety of industry sizes and types which provide organisations with an important benchmark for their own spending.

'This book has the feeling of a classic training text and deals with training at an operational level... If this book has an overall strength then it is in the practical examples, which are very detailed of how to take forward a performance improvement project with a variety of different activities...What this book also offers is the perspective the authors bring on the age old issue of training effectiveness measurement which will be useful for organisations who are less experienced in this area.' Dr Rolf Stiefel, Management-Andragogik und Organisationentwicklung

About the Author John Talbot is a Director of Emas Consultants, a company that has been involved in organisation and management development and training across Europe and North America for over 35 years. Prior to establishing this consultancy, John was Principal Training Officer of an Industry Training Board, following extensive experience in G.E.C., The Electricity Council and Unilever.