



# The Wiley Blackwell Handbook of the Psychology of Training, Development, and Performance Improvement (Wiley-Blackwell Handbooks in Organizational Psychology)

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## **Editorial Review**

### Review

"This handbook is sure to become a key resource for any researcher or professional looking for the latest and most innovative thinking from around the world on the full range of topics related to training, development, and performance management.—" **Bradford S. Bell, Ph.D., Cornell University**.*Editor, Personnel Psychology*

'I wish I could have accessed this book many years ago. Comprehensive and scholarly, the four sections—training, e-learning, professional development and performance management—fit well together and address a gap in the literature that has been apparent for some time. The psychological perspective speaks to growing interest in the micro-foundations of strategic success, and the blending together of both formal and informal perspectives on learning in organizations ensures a holistic rather than piecemeal approach to the question of how to build individual knowledge, skills and competences in organizations. I believe that this book will make a significant impact on its target audience in this critical area'.—**Helen Shipton, Professor of International Human Resource Management, Nottingham Trent University**

### From the Back Cover

*The Wiley Blackwell Handbook of the Psychology of Training, Development, and Performance Improvement* provides up-to-date, contemporary information for researchers and professionals by reviewing the latest literature and research in the interconnected fields of training, development, and performance appraisal. It brings a psychological perspective to bear on a multi-disciplinary field that links to management, human resources, and education. Unique to reference works in this area, it maintains a truly global focus on the field with top international contributors looking at research and practice from around the world, including South America, Europe, Canada, and Australia, as well as the United States and the United Kingdom. The chapters cover a diverse range of important contemporary topics, such as needs analysis, job design, active learning, self-regulation, simulation approaches, 360-degree feedback, and virtual learning environments. Together, they offer researchers and professionals essential information for building a talented organization, a critical and challenging task for organizational success in the 21<sup>st</sup> century.

### About the Author

**Kurt Kraiger** is Department Chair and Professor of Psychology at Colorado State University, USA. He is a Fellow and former President of the Society of Industrial/Organizational Psychology (SIOP), and is also a Fellow of the Association for Psychological Science. He is a noted expert on training and training evaluation, having published or presented over 140 papers on training and related topics. He is the editor of *Creating, Implementing, and Managing Effective Training and Development: State-of-the-Art Lessons for Practice* (Jossey-Bass, 2001) and the co-editor of *Improving Training Effectiveness in Work Organizations* (1997). He is currently on the editorial boards of the *Journal of Applied Psychology*, *Journal of Management*, and *Journal of Business and Psychology*.

**Jonathan Passmore** (Series Editor) is Professor of Psychology at the University of Evora, Portugal, and

Managing Director of Embrion, a psychology consulting company working across Europe and the Middle East. He is a chartered psychologist, holds five degrees, and has an international reputation for his work in coaching and leadership. He has published widely books on the themes of leadership, personal development and change, and served as editor for the *Association for Coaching* book series. He speaks widely at conferences across the world and has published over 100 journal papers and book chapters.

**Nuno Rebelo dos Santos** is Professor of Psychology at the University of Evora, Portugal, and is the Director of the PhD program in Coaching. He has been a faculty member for several PhD and master courses, including the Erasmus Mundus Master Program in Work, Organizational and Personnel Psychology and the Erasmus Mundus Intensive Program in Human Resources and Knowledge Management in Health and Social Care. He has worked for more than 20 years in executive training and development and his research focuses on performance development and cooperation in organizations.

**Sigmar Malvezzi** is Professor and Researcher of Fundação Dom Cabral, Brazil. He received his PhD at the Department of Organizational Behavior at the University of Lancaster, UK, and the degree of “Livre Docente” at the University of São Paulo, Brazil. He has lectured at the Institute of Psychology of the University of São Paulo and at the Business School of Fundação Getulio Vargas. His research has explored professional and career development with focus on the building of professional identity. His most recent book is *Gramáticas Actuales de la Relación Hombre-Trabajo* (2012).

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Precisely why? Because this *The Wiley Blackwell Handbook of the Psychology of Training, Development, and Performance Improvement (Wiley-Blackwell Handbooks in Organizational Psychology)* is an unordinary book that the inside of the guide waiting for you to snap that but latter it will distress you with the secret that inside. Reading this book next to it was fantastic author who have write the book in such incredible way makes the content interior easier to understand, entertaining means but still convey the meaning totally. So , it is good for you because of not hesitating having this nowadays or you going to regret it. This phenomenal book will give you a lot of positive aspects than the other book have such as help improving your ability and your critical thinking method. So , still want to delay having that book? If I have been you I will go to the reserve store hurriedly.

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