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Jon M. Werner is a professor in the department of management at the University of Wisconsin-Whitewater. He earned his Ph.D. in organizational behavior from Michigan State University. His research has covered topics such as organizational citizenship behavior, training, performance

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appraisal, legal issues in human resource management and team effectiveness.

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Professor Werner is co-author of MERIT PAY, Second Edition (2005), and serves on the Editorial Board of the Journal of Management. Randy L. DeSimone is an associate professor in the Department of Management and Marketing at Rhode Island College in Providence, RI.

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He serves on the editorial boards of Academy of Management Learning & Education, Human

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Werner & DeSimone (2006) 2 Learning Objectives After learning this chapter, you should be able to: Define human resource development (HRD) Relate the major historical events leading up to the establishment of HRD as a profession Distinguish between HRD and Human Resource Management (HRM) Identify and describe each of the major HRD functions Recognize the various roles and competencies of an HRD professional Identify some of the challenges facing HRD professionals Identify the major phases of ...

chapter-1 - Introduction to Human Resource Development ...

He earned his Ph.D. in Organizational Behavior from Michigan State University. His research has covered topics such as organizational citizenship behavior, training, performance appraisal, legal issues in human resource management, and team effectiveness, as well as actions that managers can engage in to build trust between employees and management.

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