

# Human Resource Development Relies Upon a Strong Educational Foundation

Human resource development (HRD) is the framework through which professionals can better develop their talent and manage the resources that are available to an organization. Founded upon the pillars of employee training, performance management, career development, organization development, and talent management, HRD is the art and science of creating an effective, forward-thinking workforce.

In the *Handbook of Human Resource Development*, Neal Chalofsky, Tonette Rocco, and Michael Lane Morris have compiled a collection of chapters sponsored by the Academy of Human Resource Development to address the fundamental concepts and issues that HR professionals face daily. The chapters are written and supported by professionals who offer a wide range of experience and who represent the industry from varying international and demographic perspectives.

Topics addressed form a comprehensive view of the HRD field and answer a number of key questions

- Nationally and internationally, how does HRD stand with regard to academic study and research? What is its place in the professional world?
- What are the philosophies, values, and critical perspectives driving HRD forward?
- What theories, research initiatives, and other ideas are required to understand HRD and function successfully within this field?
- As the industry grows, what are the challenges and important issues that professionals expect to face? What hot topics are occupying these professionals now?

The *Handbook's* insight and guidelines allows students and HR professionals to build a fundamental understanding of HRD as an industry, as a field of research, and for future professional success

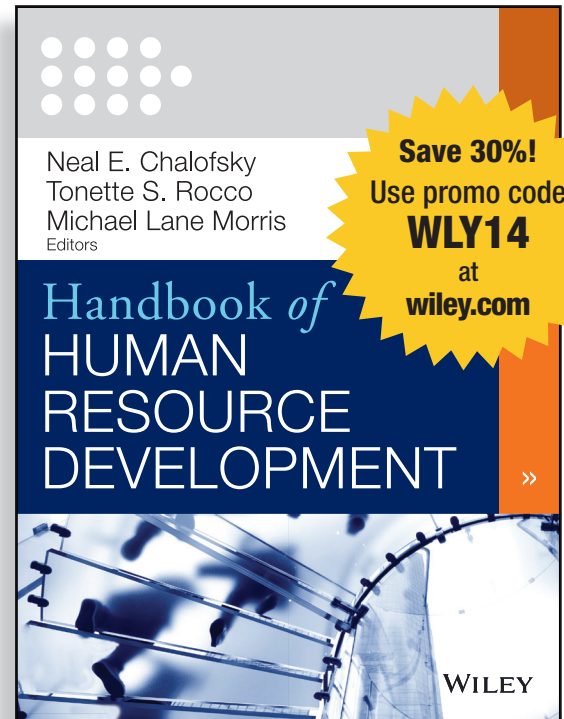
**ACADEMY OF HUMAN RESOURCE DEVELOPMENT (AHRD)** is an international organization led by the scholarly community and reflective practitioners involved in HRD. Established to support the study of HRD theories, practices, and processes, AHRD encourages the application of research findings, disseminates key industry information, and offers networking opportunities to HRD professionals on a global level. The Academy's Program Excellence Network was created to bolster academic programs by establishing industry standards that are used by graduate programs around the world.

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