



# Human Resource Development: Managing Learning and Knowledge Capital

By *Brian Delahaye*

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Human Resource Development: Managing Learning and Knowledge Capital covers adult learning theories, human resource development and knowledge management while presenting a number of unique models e.g. the Hierarchy of Learning Outcomes, the Interview Pattern, Holistic Adult Learning and on Knowledge Management. In addition, it has a 19-page case study that is referenced two ways?text body to case study and case study to text body. This 3rd edition includes: a new chapter on organizational culture, a new model linking the major theories of adult learning, and an integrated model describing the process of managing knowledge in an organization. Also new are models?based on new research?on learning in the workplace, on workplace learning, and on work integrated learning. Youth learners, older learners, and the implications of national culture on adult learning are also addressed, as well as e-learning and blended learning. Key features include: \* One of the most readable textbooks students will encounter \* Substantially updated from the 2005 edition including a new chapter on organizational culture and its implication for managing knowledge

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#### About the Author

Brian Delahaye (PhD, MBA, BBus) is Associate Professor, Adult and Workplace Learning in the School of Professional Studies at the Queensland University of Technology. Prior to taking up this position, he had been a Personnel Manager, Senior Training Officer, Staff Development Officer and an Administration Manager with Telecom Australia as well as a Lecturer and Senior Lecturer in Human Resource Management in the School of Management at the Queensland University of Technology. Brian's research, including his doctoral thesis, has concentrated on self-directed learning, developing human resource developers, and the management of knowledge capital. He has published over 30 articles in national and international refereed journals and has written numerous text books. He consults widely with commercial, non-profit and government organisations on the management of change, managing knowledge, management development, and human resource development.

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