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CHAPTER ONE MULTIPLE CHOICE 1.

Which of the following is evidence supporting the assertion that companies are investing in more training? A) Higher net sales per employee B) Higher gross profits per employee C) Higher ratios of market to book value D) Both A & B E)

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All of the above (easy; p.4) 2.

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and Practices

is the first book to put training into the larger context of an organization's overall objectives and strategy. The book also presents a comprehensive model of the training process, guiding the reader step-by-step from initial needs analysis through the evaluation of a training program's

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effectiveness; shows the relationship between training and organizational change, and explores how the competencies of each discipline

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An effective training program is built by

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following a systematic, step-by-step process. Training initiatives that stand alone (one-off events) often fail to meet organizational objectives and participant expectations. In today's post we outline the five necessary steps to creating effective training programs that drive positive business impact.

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Placing training activities in the context of organizational strategy, it emphasizes the conceptual and practical value of developing training programs that effectively meet strategic and tactical

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analysis of a company in terms of the training or nontraining needs of the company, and the phase that completes the process of achieving this said analysis. This process starts from understanding the Actual Organizational Performance and the Expected Organizational Performance and its possible ...

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