



# Training and Development in Organizations

*Irwin L. Goldstein*

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**Training and Development in Organizations** Irwin L. Goldstein

Sponsored by the Society for Industrial and Organizational Psychology, a Division of the American Psychological Association

This book brings together research findings from I/O psychology and related disciplines to identify new approaches and strategies for making training more effective. They also provide models for measuring the benefits of training in terms of increased output, payroll savings, and more. You'll discover how better to evaluate training needs, how to design better training methods, and how to structure questionnaires to get the information you want. Includes instructional techniques based on cognitive and behavioral theory and covers such diverse factors as work-group settings, informal training by peers, and the socialization process of the newcomer.

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