



Studying Your Workforce: Applied Research Methods and Tools for the Training and Development Practitioner

Alan Clardy

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By outlining the basic principles of research and tying them in with human resource

development (HRD) functions, this practical guidebook describes how to apply specific research methods to common HRD problems.

Topics covered include performance problem analysis, performance solutions

and assessing solution adequacy. Background sections on the theoretical and

research aspects of the methods are included, with examples drawn from

the field showing the approach used in practice. The book concludes with a

discussion of special issues including legal and ethical concerns, reporting

results, sample size and statistical analysis issues, and confidentiality and

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