Contents Server Demographic Differences in Training Contents

	List of Figures List of Tables List of Contributors Preface	xiii
	Preface	X1X
1	Introduction and Overview: Now More Than Ever KENNETH G. BROWN	545
	Part I. Fundamental Issues in Learning and Transfer	
2	Cognitive and Neural Foundations of Learning KURT KRAIGER AND VICTORIA P. MATTINGLY	11
3	Facilitating the Development of Expertise: An Individual to Organizational Perspective ALENA D. MARAND AND RAYMOND A. NOE	38
4	Understanding Training Transfer from the Adaptive Performance Perspective JASON L. HUANG, SHAN RAN, AND BRIAN D. BLUME	75
5	The Psychology of Learner Control in Training: A Multilevel, Interactionist Framework GARETT N. HOWARDSON, KARIN A. ORVIS,	98
	SANDRA L. FISHER, AND MICHAEL E. WASSERMAN	
	Part II. Understanding the Learner	
6	The Role of Abilities in Learning and Training Performance MARGARET E. BEIER, ANTON J. VILLADO, AND	123
7	JASON G. RANDALL	
,	Taking Charge of Your Own Learning: Self-Regulation in Training JOHN J. DONOVAN AND JESSICA M. NICKLIN	148

Rockstar vs. Ringmaster: Balancing Complementary
Teaching Roles to Develop Wanagement SRingled .III has

Different Work Contexts: An Integrative Pramework MIRUAL

8	Genuine and Perceived Demographic Differences in Training and Development TRACY C. McCAUSLAND AND EDEN B. KING	175
	Part III. Designing the Intervention	
9	Enhancing Training Transfer by Promoting Accountability in Different Work Contexts: An Integrative Framework MICHAEL J. TEWS AND LISA A. BURKE-SMALLEY	201
10	Building Deep Specialization through Intentional Learning Activities	228
	J. KEVIN FORD, JESSICA M. WEBB, AND MORGAN SHOWLER	
11	The Science and Practice of Simulation-Based Training in Organizations	256
	SHANNON L. MARLOW, CHRISTINA N. LACERENZA, DENISE REYES, AND EDUARDO SALAS	
12	Augmented Reality Systems in Training JOSEPH R. KEEBLER, BRADY S. PATZER, TRAVIS J. WILTSHIRE, AND STEPHEN M. FIORE	278
13	One (Lesson) for the Road? What We Know (and Don't Know) about Mobile Learning MICHAEL E. WASSERMAN AND SANDRA L. FISHER	293
14	Time and Thinking: An Alternative to Traditional Learning and Development Activities GILLIAN B. YEO AND SHARON K. PARKER	318
15	Developing Latino Talent MIGUEL A. QUIÑONES Javalinum A principal di lottro 2 temped 100 yeolodaya9 ed T	345
	Part IV. Special Topics GARRETT N. HOWARDSON, KARIN A. ORVIS.	
16	Training and Development in Small and Medium Enterprises MELISSA S. CARDON AND STEPHEN D. VALENTIN	363
17	Team Training: Knowing Much, but Needing to Know Much More ERICH C. DIERDORFF AND J. KEMP ELLINGTON	383
18	Developing Cultural Intelligence JANA L. RAVER AND LINN VAN DYNE	407
19	Implications of Positive Organizational Behavior and Psychological Capital for Learning and Training Effectiveness ALAN M. SAKS AND JAMIE A. GRUMAN	

20	Rings of Fire: Training for Systems Thinking and Broadened Impact	171
	ANDERS DYSVIK, ARNE CARLSEN, AND MIHA ŠKERLAVAJ	7/1
21	Rockstar vs. Ringmaster: Balancing Complementary Teaching Roles to Develop Management Skills PETER A. HESLIN, GEOFF MORTIMORE, AND LAUREN A. KEATING	495
	Part V. Workplace Learning from Other Lenses	
22		521
23	Strategic Training and Development and Their Role in Shaping Competitive Advantage LYNN A. McFARLAND AND ROBERT E. PLOYHART	545
24	Future Research J. BRUCE TRACEY	566
25	Informal Learning SAUL CARLINER	585
26	An Operations Management Perspective on Employee Training and Workforce Planning BARRETT W. THOMAS, MIKE HEWITT, AND SCOTT E. GRASMAN	607
27	Workplace Training from the Sociological Perspective DAVID B. BILLS AND HERMAN VAN DE WERFHORST	626
	Training for Systems Thinking Aloug Three Reland Torresteen Constant of Three Relands Torresteen Constant of Three Relands Torresteen Constant of Thinking Aloug Three Relands Torresteen Constant of Thinking for Systems Thinking Aloug Three Relands Torresteen Constant of Thinking for Systems Thinking Aloug Three Relands Torresteen Constant of Thinking for Systems Thinking Aloug Three Relands Torresteen Constant of Thinking Aloug Three Relands Torresteen Constant of Thinking Torresteen Constant of Thinking Three Relands Torresteen Constant of Three Relands Torreste	645
	Prototypical Rockstar and Ranghaster Baching Roses to comparisons of Selected Topic Selected Top	
	Dominant Fasibas endstell Satisfacto for the work with the 24046 Task Task and the 250 and	
	Mathematical Programment Portentialisticator Workforted Amedition	
	"Top 21" HRD Scholesobrileonisonorphistrowr to elqmaxi	
	Three Parameter Exponential Learning Curve slamupt USHA	
	Common Westelly of Produced My assistential the Expellenter of the Expellenter of	