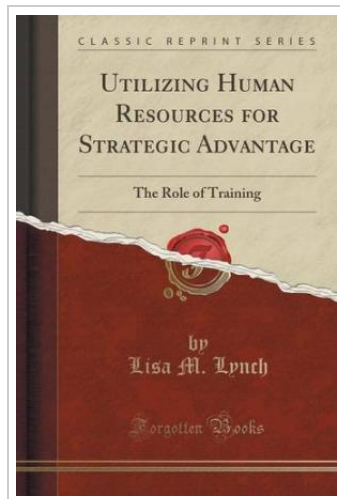




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Utilizing Human Resources for Strategic Advantage: The Role of Training (Classic Reprint)

By Lisa M Lynch

Forgotten Books, United States, 2015. Paperback. Book Condition: New. 229 x 152 mm. Language: English . Brand New Book ***** Print on Demand *****.Excerpt from Utilizing Human Resources for Strategic Advantage: The Role of Training As U.S. firms continue to face increasing international competition, deregulation, technological innovation, and changes in the demographic composition of the work force, they are being challenged to examine the skill formation process of their work force in order to increase productivity and remain competitive. Productivity growth in the United States in the 1970s and 1980s has lagged behind productivity growth in countries such as Japan, West Germany, Sweden, Italy and the United Kingdom. There are many reasons cited for this (see Bailey and Chakrabarti, 1988 for a comprehensive survey), but given that labor accounts for at least 70 percent of total costs, if we could figure out a way to make labor 10 percent more efficient. output per hour of work would rise by about 7 percent even with no increase in capital. Such an increase in labor productivity would soon pull investment along. and the transitory increase in productivity growth would be impressive (Blinder, 1990, p.2). There are various options and changes in organizational..



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