

Expertise at Work

Current and Emerging Trends

Expertise, which combines knowledge, years of experience in one domain, problem-solving skills, and behavioral traits, is a valuable resource for organizations. To understand the diverse picture of expertise in the workplace, this book offers scholars and scholar-practitioners a comprehensive assessment of the development of human expertise in organizations. Using contemporary perspectives across a broad range of domains, contributors offer readers various professional perspectives including veterans, education, sports, and information technology. The book also describes how researchers and practitioners can address practical problems related to the development, redevelopment, and sustainability of expertise. Finally, the book puts specific emphasis on the emerging trends in the study and practice of expertise in organizations, including the use of artificial intelligence.

“True organizational value lies in the expertise that resides in the skills, experience, and behaviors of employees. Yet, not enough has been known about how to identify, develop and measure employee expertise... Until now. This comprehensive review brings together leading researchers and practitioners from around the world, offering new insights, perspectives, and advice on how to make the best of the expertise that resides across a range of organizational settings.” —Dr. David McGuire, Reader in Human Resource Development, Glasgow Caledonian University, Scotland

Expertise, which combines knowledge, years of experience in one domain, problem-solving skills, and behavioral traits, is a valuable resource for organizations. To understand the diverse picture of expertise in the workplace, this book offers scholars and scholar-practitioners a comprehensive assessment of the development of human expertise in organizations. Using contemporary perspectives across a broad range of domains, contributors offer readers various professional perspectives including veterans, education, sports, and information technology. The book also describes how researchers and practitioners can address practical problems related to the development, redevelopment, and sustainability of expertise. Finally, the book puts specific emphasis on the emerging trends in the study and practice of expertise in organizations, including the use of artificial intelligence.

Marie-Line Germain is an award-winning Professor of Human Resources and Leadership at Western Carolina University, USA. Her research and publications focus on employee expertise, mental health in the workplace, and dysfunctional leadership behaviors. She is a Fulbright grant recipient and has extensive experience as a human resource consultant. Robin S. Grenier is Associate Professor of Adult Learning in the Neag School of Education at the University of Connecticut, USA. Her research focuses on informal and experiential learning, expertise redevelopment, and qualitative inquiry. She works with cultural institutions in the US and abroad to develop public outreach, adult audience programming, and staff training.

**149,79 €**

139,99 € (zzgl. MwSt.)

*Lieferfrist: bis zu 10 Tage***Artikelnummer:** 9783030643706**Medium:** Buch**ISBN:** 978-3-030-64370-6**Verlag:** Springer International Publishing**Erscheinungstermin:** 07.04.2021**Sprache(n):** Englisch**Auflage:** 1. Auflage 2021**Produktform:** Gebunden**Gewicht:** 448 g**Seiten:** 237**Format (B x H):** 153 x 216 mm