PRE-CONFERENCE WORKSHOP ON
Structured On-the-Job Training (S-OJT): Theory and Implementation

10th INTERNATIONAL CONFERENCE OF AHRD 2011
Date: 4 December 2011 (3 – 5 pm)
Venue: InterContinental Hotel

By:
Ronald L. Jacobs, Ph.D. (Professor of Human Resource Development)
Director of International Programs, University of Illinois at Urbana Champaign, USA

Current global economic challenges require that companies make wise decisions on how they train their employees. This highly-interactive workshop introduces structured on-the-job training (S-OJT) and describes how to design, deliver, and evaluate this training approach. By the conclusion, participants should have sufficient information to decide how they might use S-OJT in their own situations.

S-OJT was first developed by Dr. Jacobs in the 1980s to help organizations respond to demands for greater productivity. S-OJT has since become one of the most frequently used training approach for many companies. Today, S-OJT is especially well-suited to help companies address an emerging human resource issue: How to reduce the cost of training without affecting training effectiveness.

During the past 25 years, Dr. Jacobs and his colleagues have conducted numerous research and development projects on S-OJT, which have shown the following benefits:

- Reduced training times
- Lower training costs
- Improved quality rates
- Increased development opportunities for employees
Workshop Outcomes

By the conclusion of this highly interactive workshop, participants will:

A. Understand how changing employee competence requirements has promoted the use of S-OJT
B. Understand what is meant by S-OJT and how it differs from OJT
C. Understand the outcomes that have been achieved through S-OJT
D. Understand how S-OJT has been implemented in global organizations
E. Understand the theory and research implications and opportunities of S-OJT for HRD scholars.

Workshop Materials

Included in the registration fee will be a set of handouts and worksheets. A limited number of English-language versions of the book, *Structured on-the-job training: Unleashing employee expertise in the workplace* (2003) will be for sale at the workshop.

Workshop Leader:

**Ronald L. Jacobs, Ph.D.** is professor of Human Resource Development and Director of International Programs, University of Illinois. Dr. Jacobs has written over 100 journal articles, book chapters, four books on human resource development topics. Dr. Jacobs is particularly known for introducing the training approach, *structured on-the-job training*, in 1987. He is the author of the book, *Structured On-the-Job Training: Unleashing Employee Expertise in the Workplace* (2003, 2nd edition), which has become the standard guide to help implement this training approach in organizations.

Since 1980, Dr. Jacobs has been responsible for the graduate training of over 300 HRD professionals. More than 12 of his Ph.D. graduates now teach HRD-related subjects in universities globally. Dr. Jacobs has been an invited speaker and instructor at numerous conferences and universities in Europe and Asia.

In 1994, he received the instructional technology research award from ASTD and in 1995 he was recognized for his scholarly contributions by the Academy of Human Resource Development. From 1998-2001, Dr. Jacobs served as the editor of the *Human Resource Development Quarterly*, the major scholarly journal of the human resource development field.

Dr. Jacobs has extensive consulting experience, having worked with numerous national and international organizations, including companies in China, Taiwan, and Korea.