

About the Authors

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Raymond A. Noe is the Robert and Anne Hoyt Designated Professor of Management at The Ohio State University. He has taught for more than twenty-five years at Big Ten universities. Before joining the faculty at Ohio State, he was a professor in the Department of Management at Michigan State University and the Industrial Relations Center of the Carlson School of Management, University of Minnesota. He received a B.S. in psychology from The Ohio State University and M.A. and Ph.D. degrees in psychology from Michigan State University. Professor Noe conducts research and teaches all levels of students—from undergraduates to executives—in human resource management, training and development, performance management, and talent management. He has published articles in the *Academy of Management Annals*, *Academy of Management Journal*, *Academy of Management Review*, *Human Resource Development Quarterly*, *Journal of Applied Psychology*, *Journal of Management*, *Journal of Occupational and Organizational Psychology*, *Journal of Vocational Behavior*, and *Personnel Psychology*. Professor Noe is currently on the editorial boards of several journals, including *Journal of Applied Psychology*, *Personnel Psychology*, and *Journal of Management*. He is the lead author of “Learning in the 21st century workplace” recently published in the *Annual Review of Organizational Psychology and Organizational Behavior*. Besides *Employee Training and Development*, he has co-authored two other textbooks: *Fundamentals of Human Resource Management* and *Human Resource Management: Gaining a Competitive Advantage*, both published by McGraw-Hill/Irwin. Professor Noe has received awards for his teaching and research excellence, including the Herbert G. Heneman Distinguished Teaching Award, the Ernest J. McCormick Award for Distinguished Early Career Contribution from the Society for Industrial and Organizational Psychology, and the ASTD Outstanding Research Article of the Year Award. He is also a fellow of the Society of Industrial and Organizational Psychology.

Amitabh Deo Kodwani *Indian Institute of Management Indore*

Amitabh Deo Kodwani is the faculty in Human Resource Management area at Indian Institute of Management (IIM) Indore. Before joining IIM Indore he was a faculty member at IIM Rohtak and Institute of Management Technology (IMT) Ghaziabad. He has around twenty two years of working experience of both industry as well as academia. He has worked with various organizations of repute. He conducts research and teaches students at post graduate level as well at Doctoral level. He has published many articles and research papers in various national and international journals of repute. He is also actively involved in various Executive Development Programmes and Management Development Programmes for many reputed Organizations like Oracle India, Satyam, Infotech, Kirloskar group companies, Wipro, Tata group companies, Jindal Vjay Nagar Steels, Sangam Health Care, Blue Dart, Innova Solutions, etc. He has also given consultancy to various organizations in the various areas of Human Resource Management. He has also edited/co-authored three books; one on Management, Training ROI and other one on Global Human Resource Management.