



Training in Organisations: A Cost-Benefit Analysis

John Talbot

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For many organisations, training and development remain an aspiration rather than fundamental to their business, and the consequent investment is subject to reductions or reallocations when times get tough. Yet increasing pressures from business globalisation mean that organisations are absolutely dependent on the skills of their workforce if they are to remain competitive. John Talbot's *Training in Organisations: A Cost-Benefit Analysis*, provides the basis for measuring and analysing the cost and value associated with training. It looks both at manual skills and management training analysis to explore the various approaches for costing training, controlling those costs and applying value analyses to the investment that is being made. Also included is a series of international comparisons across a variety of industry sizes and types which provide organisations with an important benchmark for their own spending.

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