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training and development function in human resource management is usually specialised and requires HR employees to specialise in a specific field like Skills Development Facilitation, Training and Development, and so on.

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Margaret Foot has had extensive experience in the field of Human Resource Management, both as a practitioner and as Senior Lecturer in HRM at Huddersfield University Business School. A Chartered Fellow of the CIPD, she now focuses on her independent research and writing.

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