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He has practiced education and training in the paper industry for 20 years. Mitch Kusy is professor of organizational learning and development at the University of St. Thomas, and is a practicing organization development consultant. other articles in this series: 1. Human Resource Development: Beyond training - a perspective on

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observed *“The use of the terms training and development in today’s employment setting is far more appropriate than “training” alone since human resources can exert their full potential only when the learning process goes far beyond simple routine.”* Although the terms training and development are used together, they are often confused.

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