

Human Performance Technology HPT

1. HPT(Human Performance Technology,)

HPT Human Performance Technology

PT(Performance Technology,)

(1)
H(human), P(performance), T(technology)

HPT

HPT 가 ()

HPT

() 가 5

ISD

가

가

, HPT

intervention

intervention

ISD

(6)

2.

가 가
가

가 가

가

가

가

가 (performance)

(8)

Chevron

가

(2)

2%

Chevron

10%

CEO

Kenn Derr

가 (best practice)

가

가

가

Derr

가

(coaching)

(performance)

3. (HPT)

KM

(HPT)

가

knowledge

management (KM,) 가

가 (HPT)

(quantify) , KM

, KM HPT 가

가 (3)

HPT KM (organizational knowledge),

(EPSS) 가

. HPT

job aids

(reengineering)

(redesign)

(11)

HPT 가 , , () , , solution () (Rosenberg, 1995). HPT

, KM

KM HPT . EPSS

, EPSS

KM HPT

. KM, HPT, HR(human resources)

가

가

(3)(10)

4. HPT Consultant

가

가

, 가 가 가 (4)

HPT Consultant

" "

(4)

, insourced & outsourced

(8)

가

(5)

(9)

非

HRD

가 (7)

Web

- (1) <http://www.sanno.co.kr/html/data/hpt.htm>
- (2) <http://www.ktacg.co.kr/html>
- (3) Nonko Hara, Eric L. Kisling(2000). Potential Knowledge Management Contributions to Human Performance, Technology Research and Practice
- (4) Human Performance Technology Forum(2000). Moving from Training to Performance : Lessons from Those Who Have Made the Shift
- (5) (2000). 21 / HRD ()
- (6) (1997). Introduction of ISD. Self-directed Learning .
- (7) Francesco Sofo & Diane Dixon(1999). The Top Mandates for HRD for the 21st Century. Performance In Practice
- (8) . , (2000),
- (9) 30 , (2000),
- (10) , (2000),
- (11) , (1998), ,

HRD 가 8 Web - Site

- * <http://www.sanno.co.kr/html/data/hpt.htm>
- * <http://www.ktacg.co.kr/html>
- * <http://myhome.hanaset.net/~hb9210/ET/KM,HPT.htm>
- * <http://www.astd.org/>
- * <http://people.ne.mediaone.net/cscunningham/links.htm>
- * <http://www.ciss.ca/>
- * <http://coombs.anu.edu.au/>
- * <http://www.covey.com/>