

Ronald L. Jacobs, Ph.D.

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is professor of human resource development in the Workforce Development and Education section at The Ohio State University, USA. Ron has written over 100 journal articles, book chapters, and six books on different areas of human resource development and workplace learning.

Ron is particularly known for his research and development work on *structured on-the-job training*, a training approach that he first introduced to the human resource development literature in 1987. He is the author of the book, *Structured On-the-Job Training: Unleashing Employee Expertise in the Workplace* (2003, 2nd edition) and many related articles and book chapters, which have become the standard guide to help managers, quality engineers, and human resource staff develop and implement this training approach in organizations.

There are now Chinese-Complex, Chinese-Simplified, Arabic, Spanish, and Korean editions of the book. Much of his research has been on determining the financial benefits of S-OJT, information that is critical for making more informed training investment decisions.

Since 1980, Ron has been responsible for the graduate training of over 300 practicing HRD professionals. More than 20 of his Ph.D. graduates now teach HRD-related subjects in research universities globally. Ron has been an invited professor at the University of Utrecht, the Netherlands, the Shaw Distinguished Professor at Nanyang University, Singapore, and an adjunct professor of HRD at East China Normal University, Shanghai.

In 1994, he received the instructional technology research award from ASTD and in 1995 he was recognized for his scholarly contributions to the HRD field by the Academy of Human Resource Development. From 1998-2001, Dr. Jacobs served as the editor of the *Human Resource Development Quarterly*, the major scholarly journal of the human resource development field. Dr. Jacobs has served on the advisory board of the Workplace Learning and Performance Certification Institute, ASTD. Currently, Ron is the guest editor of a special issue of *HRDQ*.

Dr. Jacobs has extensive consulting experience in national and international organizations including: General Motors, KLM Airlines, Biomet, Abbott Laboratories, Seagate, Morton Salt, Rohm and Haas, Kuwait National Petroleum Company, and the National Oil and Gas Authority (Bahrain), and the U.S. National Security Agency, among others.

Currently, Ron is consulting with Hyundai Motors to develop their capacity to integrate performance consulting as part of the mission of their HRD Center. Ron's core issue of concern is helping organizations improve performance through systems that respond to changing demands for workplace competence.

