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the lifespan.

Throughout years of
teaching various
courses in
psychology, Doris
Bergen struggled
with a familiar
problem

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Development at
holistic, having a
“ growth ”
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perspective, drawn
from biological and
botanical models.

Hold that human
development is more
than just its parts and
newer forms emerge
from old forms
(epigenetic).

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in technology human
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structural change

theory focuses on the

mechanism by which

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economies transform
their domestic
economic

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Urie Bronfenbrenner
(1917-2005)

developed the
Ecological Systems
Theory, which

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Provides a framework for understanding and studying the many influences on human development (Bronfenbrenner, 1979).

Bronfenbrenner recognized that human interaction is influenced by larger social forces and that an understanding of these forces is

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essential for
understanding an
individual.
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i increase in the
quality and quantity
of labor ii increase in
capital through

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Bronfenbrenner ' s

ecological theory

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may reveal important insights into human development due to contextual influences such as modernisation and urbanisation for both Maori and Pakeha within New Zealand. Sachdev states the Maori ecological system has changed from their traditional support base to a

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Western/Pakeha
based value system
leaving many ...
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Perspectives and
Theories

Human resources
management (HRM)
has evolved from the
personnel
department activities
popular decades ago.

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Traditional HRM has strengthened its role within organizations to become more of a strategic HRM partner in ensuring the company utilizes human resources (people) for growth and performance.

Traditional vs.
Strategic (HRM)
Human Resource

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Management...

Armstrong (2001) has modified the phases of traditional human resource planning to reflect aims more appropriate for contemporary circumstances. He outlines these aims as: to attract and retain the number of people required with the appropriate skills,

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expertise and
competences; to
anticipate problems
of potential surpluses
or deficits of people;

Human resource
planning – a
contemporary
approach in HR ...

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behavioral genetic
researchers and
information
processing theorists
sees knowledge as
being a repertoire of
patterns that
individuals learn and
operate upon and
learning is
cumulative

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Development is
additive there are no

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Theories ...

A contemporary

organizational

structure tries to

make companies

lighter on their feet

than the old-school

hierarchy. The

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difference between traditional and contemporary organization is that contemporary structures reduce management layers and share information, personnel and skills across departments.

Traditional Vs.
Contemporary

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Organizational

Structure ...

The complexity of human development invites the creation of multiple perspectives and theories, some global and grand in nature addressing principles that apply to every domain of development, where others are more domain specific (e.g.,

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Development (focusing on cognitive development).

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Theories of Human Development

Career development in organizations and beyond: Balancing traditional and contemporary viewpoints

(PDF) Career development in

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organizations and
beyond ...

For example, when
the organization

holds a traditional
career

developmental
mentality, they may
apply certain

practices (e.g.
traditional career
paths and traditional
career development
activities) while if

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contemporary career
developmental
mentality, the

organization would

aim to gain

employability for

employees, introduce

outsourcing,

secondments, etc. .

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