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Abstract
This study discussed volunteer training in non-profit organizations and used the concept of strategic human resource development (SHRD) as the theoretical foundation to explore the current situation of volunteer training in practice.
For the theoretical foundation, the nine characteristics and other relevant dimensions of strategic human resource development were used to guide the interview question design. As this study utilized the method of case study, the two non-profit organizations, Genesis social Welfare Foundation and Noordhaff Craniofacial Foundation, were chose as cases for the purposes of this study.
Through participatory observation and interview, this study found that the vision and strategies of the two selected non-profit organizations were clear, which provided a sound foundation for future application of strategic human resource development in their volunteer training. Finally, this study identified several suggestions for mangers in non-profit organizations as well as researchers for future studies in the hope that the research and knowledge for SHRD can continue to grow.
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