

INTERNATIONAL
STANDARD

ISO
30422

First edition
2022-05

Human resource management — Learning and development

*Management des ressources humaines — Développement des
compétences*



Reference number
ISO 30422:2022(E)

© ISO 2022



COPYRIGHT PROTECTED DOCUMENT

© ISO 2022

All rights reserved. Unless otherwise specified, or required in the context of its implementation, no part of this publication may be reproduced or utilized otherwise in any form or by any means, electronic or mechanical, including photocopying, or posting on the internet or an intranet, without prior written permission. Permission can be requested from either ISO at the address below or ISO's member body in the country of the requester.

ISO copyright office
CP 401 • Ch. de Blandonnet 8
CH-1214 Vernier, Geneva
Phone: +41 22 749 01 11
Email: copyright@iso.org
Website: www.iso.org

Published in Switzerland

Contents

Page

Foreword	iv
Introduction	v
1 Scope	1
2 Normative references	1
3 Terms and definitions	1
4 Organizational context for learning and development	5
5 Identify learning and development needs	6
6 Plan learning and development	6
6.1 General.....	6
6.2 Learning and development methods.....	8
7 Implement learning and development	8
7.1 General.....	8
7.2 Assessment of learning.....	9
8 Evaluate learning and development effectiveness and outcomes	10
Annex A (informative) Commonly used learning methods	12
Annex B (informative) Examples of learning and development metrics	15
Bibliography	16