

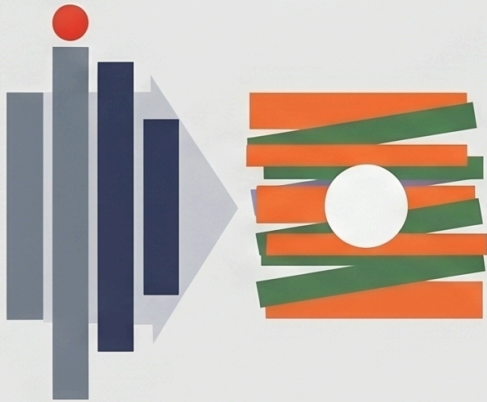
# MIND THE GAP: INTEGRATING RESEARCH AND PRACTICE IN HRD

The HRD research-practice gap is a systemic misalignment. Scholars prioritize theoretical rigor for tenure, while practitioners need actionable, context-specific knowledge, leading to a 'lost in translation' effect that undermines evidence-based decision-making.

## THE STRUCTURAL DIVIDE

### DIVERGENT INCENTIVE SYSTEMS

Universities reward theoretical novelty and elite publications, while organizations prioritize immediate, measurable impact.



### LOW RESEARCH ENGAGEMENT IN HRD

ASSOCIATION FOR TALENT DEVELOPMENT (ATD) MEMBERSHIP

Estimated Total (~70,000)

Active Research Engagement (< 0.1% / approx. 50)

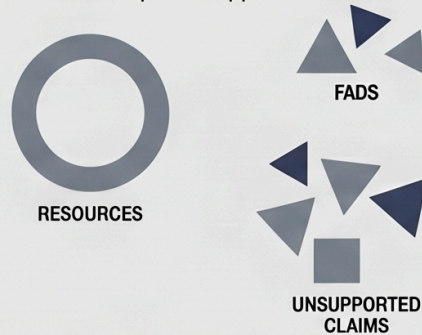
### KNOWLEDGE ACCESS BARRIERS

Practitioners are often blocked by journal paywalls, specialized jargon, and lengthy academic prose.



### THE COST OF EVIDENCE-FREE PRACTICE

Organizations risk wasting resources on management fads, such as 'learning styles,' which lack empirical support.



## STRATEGIC INTEGRATION

### COLLABORATIVE CO-CREATION

Shift to Participatory Action Research (PAR) where practitioners and scholars jointly design research questions.



### EMPOWERING SCHOLAR-PRACTITIONERS

Leverage 'boundary spanners' who possess the dual expertise to translate research into organizational language.



### TRANSLATIONAL DISSEMINATION

Convert rigorous findings into accessible formats like executive briefs, podcasts, and visual infographics.

