

Personality And Performance Foundations For Managerial Psychology

AW Rasmussen

Personality And Performance Foundations For Managerial Psychology:

Personality and Performance Robert Spillane, John Martin, 2005 This book of psychology is written by two psychologists for managers and students of management It consists of a two pronged approach First it analyzes the work of psychologists who have adopted a scientific perspective In management this means treating people as predictable objects Second it offers an alternative to scientific psychology that treats people as purposive subjects The purpose of this psychology is as a psychology of self determination to enable working people to gain insight into and mastery of themselves To achieve this requires new foundations for managerial psychology based on purpose choice freedom and responsibility This book is an attempt to clarify certain ideas about managerial psychology and to suggest a new direction Managerialism Robert Spillane, Jean-Etienne Joullié, 2022-05-09 Managerialism has often been defined as an ideology according to which the effective and efficient running of commercial firms not for profit organizations and public administrations is delivered by individuals who possess superior formal knowledge and expertise in management Arguing to their exclusive education managers deprive employers and employees of decision making power and ensconce themselves systematically in the power structure of workplaces to advance their own interests and agenda The central thesis of Overcoming Managerialism is that resisting and overcoming managerialism necessitates the re establishing of the conceptual distinction between power and authority Second it requires the rehabilitating of authoritative management as a protection against authoritarian practices Authority properly conceived redirects power to technical experts and professionals and thereby limits managerial power The authors discuss ten contentions which taken together represent a theory of the foundation of management in which authority power and rhetoric are central concepts This book combines academic scholarship with a readable critique of managerialism It will be of interest to both management scholars and students

Learning for Organizational Development Eileen Arney,2017-03-03 Learning for Organizational Development presents how to design deliver and evaluate effective learning and development L D programmes This definitive guide to L D s function in enhancing individual performance and organizational success is a core text for those studying for L D qualifications such as the Chartered Institute of Personnel and Development CIPD Intermediate level as well as a useful handbook for L D professionals looking to further their understanding of the latest developments Complete with case studies and reflective questions to aid comprehension Learning for Organizational Development considers the strategic business function of L D for communicating the vital contribution that it makes to both individual performance and organizational success It explores the role of L D in talent development showing how to support line managers in developing their people to drive retention and attraction It also addresses the importance of developing the leadership capability within the organization and provides practical guidance and examples of what works

Philosophy of Leadership Jean-Etienne
Joullié,Robert Spillane,2015-10-05 Philosophy of Leadership has been written to arouse curiosity not to satisfy it The authors

point out ideas about leadership which draw upon both ancient and modern wisdom This book develops a philosophy of leadership by tracing the evolution of Western ideas from philosophical perspectives ancient and modern **Hotlines** Chelsea A. Binns, 2017-11-02 This book provides a complete guide on fraud hotlines It is designed to educate readers with respect to the history purpose operation use and utility of fraud hotlines It also equips readers with the knowledge to create analyze and assess the performance of fraud hotlines **Business Communication, Australia and** New Zealand Baden Eunson, 2025-09-09 em style font family Arial font size 13 3333px background color f7f3e7 Business Communication 1st Edition prepares business students to excel in their communication skills upon entering the workforce The text provides a concise and focused narrative covering a range of communication practices from written and oral communication to social media interactions It simplifies complex concepts while providing practical examples to enhance Management: the Essentials Stephen Robbins, David De Cenzo, Mary Coulter, Megan Woods, 2013-08-28 understanding Robbins Management The Essentials covers the concepts essential to management in the 21st century in a fresh lively format that s perfectly suited to a typical university semester The second edition features new and in depth coverage of sustainability ethics and corporate social responsibility and new case studies from local and international businesses The SAGE Handbook of Industrial, Work & Organizational Psychology, 3v Deniz S Ones, Neil Anderson, Chockalingam Viswesvaran, Handan Kepir Sinangil, 2017-12-14 The second edition of this best selling Handbook presents a fully updated and expanded overview of research providing the latest perspectives on the analysis of theories techniques and methods used by industrial work and organizational psychologists Building on the strengths of the first edition key additions to this edition include in depth historical chapter overviews of professional contexts across the globe along with new chapters on strategic human resource management corporate social responsibility diversity stress emotions and mindfulness in the workplace environmental sustainability at work aging workforces among many others Providing a truly global approach and authoritative overview this three volume Handbook is an indispensable resource and essential reading for professionals researchers and students in the field Volume One Personnel Psychology and Employee Performance Volume Two Organizational Psychology Volume Three Managerial Psychology and Organizational Approaches Howard Gardner Under Fire Jeffrey A. Schaler, 2006 Thirteen critical essays challenge Howard Gardner's theories of multiple intelligences ability traits U shaped curves in development and other psychological concepts of spirituality creativity and leadership All are answered by Gardner himself and his pungent replies coupled with the essays create a provocative no holds barred debate Also included are an intellectual autobiography and bibliography Handbook of Workplace Spirituality and Organizational Performance Giacalone, 2015-05-18 An explanation of how and why the economic downturn of 2007 became the Great Recession of 2008 and 2009 It explores the root causes of the cycle of boom and bust of the economy It describes social equity in terms of its arguments and claims in political economic and social circumstances Performance Under Stress

James Szalma, Peter A Hancock, 2018-10-09 The world is a dangerous place and recent events have served to make it less safe There are many arenas of conflict and even combat across the world Such situations are the quintessential expression of stress you stand in imminent danger and live with the knowledge that you may be attacked injured or even killed at any moment How do people perform under these conditions How do they keep a heightened level of vigilance when nothing may happen in their immediate location for weeks or even months What happens when the bullets actually start flying How is it you distinguish friend from foe and each from innocent bystanders when in immediate peril of your life Can we design technology to help people make good decisions in these ultimately hazardous situations To what degree does your membership in a team act to dissipate these particular effects Can we generate sufficiently stressful field exercises to simulate these conditions and can we train and or select those most able to withstand such adverse conditions How will the next generation of servicemen deal with these inherent problems These are the sorts of questions that Performance Under Stress addresses This book is derived largely from a multiple year multiple university initiative MURI on stress and soldier performance on the modern electronic battlefield It involved leading researchers from many institutions who have brought their individual expertise to bear on these crucial contemporary concerns United by a common research framework these groups attacked the issue from different methodological and conceptual approaches ranging from traditional laboratory modeling and experimentation to realistic simulations from involved field exercises to personal experiences of actual combat conditions The insights generated have been distilled and presented as a benchmark of current understanding and provide future directions for research in this arena Although this work focuses on soldier stress and soldier performance the principles that are derived extend well beyond this single application. Their findings can be applied to people facing the demands of the business world or research as much as to those who meet life or death situations such as homeland security first responders and law enforcement personnel Personnel Selection Mark Cook, 2016-02-19 This is a fully updated edition of Personnel Selection a seminal text on the psychometric approach to personnel selection by a noted expert in the field Focuses on cutting edge topics including the influence of social networking sites adverse impact age differences and stereotypes distribution of work performance and the problems of selecting new employees using research based on incumbent employees Questions established beliefs in the field especially issues that have been characterized as not a problem such as differential validity over reliance on self report and faking good Contains expanded discussion of research and practice in the US and internationally while maintaining the definitive coverage of UK and European selection approaches Provides comprehensive yet accessible information for professionals and students as well as helpful pedagogical tools technical and statistical boxes simplified figures and tables research agenda boxes key point summaries and key references Performance Appraisal and Management Kevin R. Murphy, Jeanette N. Cleveland, Madison E. Hanscom, 2018-02-08 Organizations of all sizes face the challenge of accurately and fairly evaluating performance in the

workplace Performance Appraisal and Management distills the best available research for and translate those findings into practical concrete strategies This text explores common obstacles and why certain performance appraisal methods often result in failures Using a strategic evidence based approach the authors outline best practices for avoiding common pitfalls and helping organizations achieve their maximum potential Cases exercise and spotlight boxes on timely issues like cyberbullying in the workplace and appraising team performance provides readers with opportunities to hone their critical thinking and decision making skills Psychological Management of Individual Performance Sabine Sonnentag, 2003-01-17 Psychological Management of Individual Performance is a unique combination of contributions from an academic and a practitioner for each topic Leading international authors come together in this integrative and comprehensive handbook to combine academic research findings and to provide detailed practice relevant information on subjects such as performance concepts work design cognitive ability and personality as predictors of performance performance appraisal and potential analysis goal setting training mentoring reward systems strategic HRM as well as broader issues such as well being and organizational culture This Handbook is a valuable resource for researchers academics and advanced students in psychology and related fields as well as consultants practitioners and professionals in HR who want to contribute to the enhancement and maintenance of high individual performance People, Management and **Organizations** Anna Sutton, 2018-01-20 This brand new and innovative core textbook fuses topics from the related fields of organizational behaviour and human resource management to provide new insight into the interconnectedness of these important and complementary areas The text takes an integrated and dynamic approach to the study of how work and people are organized and puts the human at the centre of human resource management and organizational behaviour The accessible student centred focus and wide range of learning features makes the book an ideal course text for students at all levels Combining a strong applied approach with a concise and jargon free writing style this book will help readers to understand underlying principles and apply them to their future careers as managers and HR practitioners. This textbook caters for undergraduate postgraduate and MBA students studying modules that synthesise human resource management and organizational behaviour topics It is also an ideal text for those studying any HRM module that takes an applied approach Accompanying online resources for this title can be found at bloomsburyonlineresources compeople management and organizations. These resources are designed to support teaching and learning when using this textbook and are available at The Oxford Handbook of Happiness Susan A. David, Ilona Boniwell, Amanda Conley Ayers, 2014 A text for no extra cost researchers and practitioners interested in human happiness Its editors and chapter contributors are world leaders in the investigation of happiness across the fields of psychology education philosophy social policy and economics Handbook of Workplace Spirituality and Organizational Performance Robert A. Giacalone, Carole L. Jurkiewicz, 2003 A comprehensive research based interdisciplinary and action oriented approach to spirituality in organizational life It defines workplace

spirituality as all aspects of the workplace that promote individual feelings of satisfaction through a sense of connection to a The British National Bibliography Arthur James Wells, 2005 The Oxford Handbook of Individual larger force **Differences in Organizational Contexts**, 2024-01-16 Individual differences represent one of the oldest research areas within psychology and serve as the nature component critical for understanding human behaviour This domain s constructs have long been applied in organizational spheres including organizational behaviour organizational psychology managerial psychology personnel psychology leadership and management As a result there exists a vast body of literature exploring the role of individual differences in organizational settings The Oxford Handbook of Individual Differences in Organizational Contexts reviews the individual differences paying attention both to psychological differences e g personality traits dark personality traits intelligence types self monitoring chronic regulatory focus and biological physiological differences e g sex age facial morphology genetic differences neurological differences In doing so it serves two purposes First it aims to help decrease fragmentation in the field and facilitate discussions among different streams of research within this literature Secondly it aims to render this literature more accessible to academics and students wishing to deepen their understanding of individual differences Comprising twenty six chapters authored by fifty seven esteemed academics this book facilitates readers in comprehending the key findings questions and future research areas of individual differences research in organizational contexts This book can be of interest also to practitioners that need a deep understanding of individual differences such as HR managers and recruiters A Cognitive Approach to Performance Appraisal Angelo DeNisi,2003-09-02 Angelo DeNisi reports on the results of ten years of research into cognitive processes concentrating on how information is acquired whether it is subject to bias and how this influences performance appraisal

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