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Barry A. Gerhart



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Performance Measurement, Management, and Appraisal Sourcebook Craig E. Schneier, Douglas G. Shaw, Richard W. Beatty, Lloyd S. Baird, 1995 This sourcebook provides complete up to date coverage of all aspects of performance management communication coaching measuring rating reviewing and developing It is a collection of articles from today s most authoritative sources which have been pre selected and organized by experts to make it easy for you to get the best information on current trends in the field This is an invaluable resource for those who are designing managing and evaluating performance management systems It links performance management to strategy and discusses it as an organizational culture change mechanism The articles and other resources have been carefully selected to emphasize application which makes this a practical how to sourcebook on all aspects of performance Also included are ready to use fully reproducible handouts questionnaires transparency masters and other materials to use in presentations and training

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provides balanced and contemporary coverage of human resource management in the international marketplace Directed at future general managers and international executives rather than HR specialists it is designed to help readers recognize the critical human resource issues underlying the cultural and economic challenges they face The book s approach is truly global in nature not just focused on expatriates from the home office The authors also recognize contemporary trends in the global business arena including the growing use of contingent workers strategic alliances and the need to have an active influence on the workers in these new organizational relationships Reader friendly tools including an opening case scenario in each chapter to attract interest and emphasize topic importance enhance the book s practical real world emphasis For this edition new end of chapter short cases as well as new topics ideas and illustrations featuring current issues and challenges such as the global economic challenge have been added and updated Internet resource references are provided for each chapter

Strategic Reward Management Robert L. Heneman,2000-09-05 This book focuses on managing strategic reward systems emphasizing design implementation and evaluation It highlights the importance of aligning reward systems with the business environment strategy and compensation strategy and includes practical examples and research on organizational effectiveness

Handbook of Research on Strategic Human Capital Resources Anthony J. Nyberg,Thomas P. Moliterno,2019-12-27 Strategic human capital resources are a relatively new construct with a scholarly literature that is still evolving Work in this area requires the integration of multiple theoretical perspectives and empirical approaches but that integration rarely occurs Within these pages the editors have combined the voices of leading scholars from a wide range of disciplinary backgrounds to provide a comprehensive introduction to the current state of the field

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