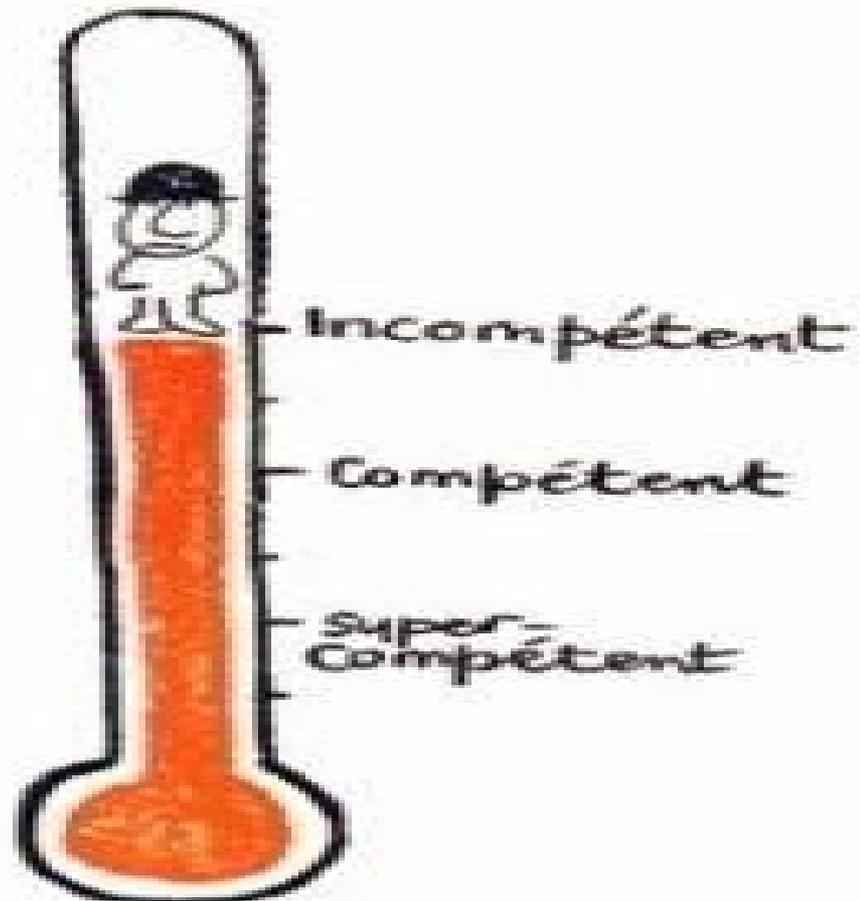




# LE PRINCIPE DE PETER

par L. J. Peter et R. Hull

Chaque employé  
tend à s'élever  
à son niveau  
d'incompétence.



# Le Principe De Peter Adeli

**Shasha Hu**



## **Le Principe De Peter Adeli:**

*The Peter Principle* 50minutes,2015-09-02 Boost competence and efficiency in your company This book is a practical and accessible guide to understanding the Peter Principle providing you with the essential information and saving time In 50 minutes you will be able to Understand the theory behind the Peter Principle and how it can affect the performance of your company Identify the different levels of competence among your workers and learn how to recognize signs of incompetence Recognize the structure of promotions in your company and avoid inefficiency ABOUT 50MINUTES COM Management Marketing 50MINUTES COM provides the tools to quickly understand the main theories and concepts that shape the economic world of today Our publications are easy to use and they will save you time They provide elements of theory and case studies making them excellent guides to understand key concepts in just a few minutes In fact they are the starting point to take action and push your business to the next level

*Principe de Peter* Gabriel Verboomen,50minutes,2014-12-09 Un guide pratique et accessible pour comprendre le principe humoristique de Peter Mis au jour en 1969 par Laurence Johnson Peter ducateur et psychologue canadien le principe de Peter formule avec humour un postulat pour le moins tonnant un employ efficace un certain niveau hi rarchique s il se voit promu tend gravir les chelons jusqu parvenir un niveau o son incomp tence s impose et l arr te dans son ascension Suivant cette logique les plus hautes fonctions d une entreprise seraient vou es tre occup es par des incomp tents bien install s Comment contrer ce constat d solant Ce livre vous aidera Comprendre les synergies au sein des hi rarchies Promouvoir des employ s en toute connaissance de cause Prendre du recul par rapport au ph nom ne de la promotion Rire et sourire face ce constat fascinant Et bien plus encore Le mot de l diteur Avec l auteur Gabriel Verboomen nous avons cherch pr senter aux lecteurs une analyse d un principe interpellant qui se v rifie notamment dans les milieux professionnels Si le livre de Peter traitait de cette th matique avec beaucoup d humour celui ci l aborde de fa on structur e pour en faciliter la compr hension Juliette N ve PROPOS DE LA S RIE 50MINUTES Gestion Marketing La s rie Gestion Marketing de la collection 50MINUTES fournit des outils pour comprendre rapidement de nombreuses th ories et les concepts qui fa onnent le monde conomique d aujourd hui Nous avons con u la collection en pensant aux nombreux professionnels oblig s de se former en permanence en conomie en management en strat gie ou en marketing Nos auteurs combinent des l ments de th orie des tudes de cas et de nombreux exemples pratiques pour permettre aux lecteurs de d velopper leurs comp tences et leur expertise

El principio de Peter 50Minutos,2016-11-11 Las claves para combatir la incompetencia en el trabajo Este libro es una gu a pr ctica y accesible para entender el principio de Peter que le aportar la informaci n esencial y le permitir ganar tiempo En tan solo 50 minutos usted podr Entender la idea del empleado eficiente que se vuelve incompetente al alcanzar un nivel superior Identificar los distintos niveles de competencia entre sus empleados y descubrir c mo reconocer los s ntomas de la incompetencia Utilizar el principio de Peter para eliminar la incompetencia en su negocio y alcanzar el xito SOBRE 50MINUTOS COM Econom a y empresa 50MINUTOS COM le ofrece las claves para

entender rapidamente las principales teorías y conceptos que rigen el mundo económico actual. Nuestras obras combinan teoría y estudios de caso y múltiples ejemplos prácticos para que amplíe sus competencias y conocimientos sin perder tiempo.

Descubra en un tiempo récord las claves para el éxito de su negocio **Das Peter-Prinzip** 50 Minuten, 2018-07-26. In nur 50 Minuten das Peter Prinzip verstehen. Das von Laurence J. Peter und Raymond Hull in ihrem satirischen Werk *The Peter Principle* entwickelte Prinzip basiert auf der Hypothese, dass kompetente Mitarbeiter in einer Organisationsstruktur solange befördert werden, bis sie einen Posten erreichen, für den sie unfähig sind, von dem sie aber auch nicht mehr abgesetzt werden können. Die Hypothesen des Modells werden kontrovers diskutiert, besonders die Aussage, dass die für einen neuen Posten benötigten Kompetenzen nicht von denen des vorherigen Postens abhängen. Allerdings führen auch andere satirische Modelle wie Parkinsons Gesetz oder das Dilbert Prinzip in die gleiche Richtung. Zudem konnte das Peter Prinzip durch eine Computersimulation inzwischen teilweise bestätigt werden. Nach 50 Minuten können Sie die Hypothesen des Peter Prinzips anhand von Beispielen erklären, Unfähigkeit erkennen und Leistung evaluieren. Sinnvolle leistungssteigernde Beförderungsstrategien entwickeln. Anhand praktischer Beispiele wird die Theorie leicht verständlich veranschaulicht. So erhalten Sie einen interessanten und praxisorientierten Überblick über das Wesentliche. Der Einstieg in ein neues Kapitel Ihrer Unternehmensgeschichte. **50 MINUTEN DE BUSINESS MANAGEMENT UND MARKETING**. Was bewegt die Wirtschaftswelt? Mit der Serie *Business Management und Marketing* der Reihe *50 Minuten* verstehen Sie schnell die wichtigsten Modelle und Konzepte. Unsere Titel versorgen Sie mit der notwendigen Theorie, prägnanten Definitionen der Schlüsselwörter und interessanten Fallstudien in einem einfachen und leicht verständlichen Format. Sie sind der ideale Ausgangspunkt für Leserinnen und Leser, die ihre Fähigkeiten und Kenntnisse erweitern möchten. *O Princípio de Peter*. Gabriel Verboomen, 2023-01-20. Compreender o essencial do princípio de Pedro em apenas 50 minutos com este livro prático e conciso. O princípio Peter levanta questões importantes sobre competência, eficiência e promoção interna, sugere que cada empregado tende a subir ao seu nível de incompetência, o que significa que quanto mais acima olharmos na hierarquia de uma empresa, mais provável que as posições sejam ocupadas por empregados incompetentes. Se esta hipótese estiver correta, tem obviamente consequências importantes em termos de eficiência e produtividade. Este livro irá proporcionar-lhe uma introdução que aplica o princípio Peter na gestão de recursos humanos e na gestão do desempenho. Também apresenta um fascinante exame de uma simulação computacional para testar esta hipótese, uma discussão das limitações do conceito, incluindo a sua excessiva simplicidade e uma introdução a modelos relacionados, tais como a Lei de Parkinson e o Princípio Dilbert. Sobre o princípio de Pedro. O princípio de Pedro afirma que se um empregado estiver a trabalhar eficientemente a um determinado nível hierárquico, será promovido para o nível seguinte na hierarquia e assim sucessivamente, até atingir o nível em que é ineficiente. Se ele não puder ser despromovido, isto significa que todas as estruturas evoluem naturalmente para um equilíbrio de maior ineficiência. Isto levanta uma série de questões importantes relativas à promoção interna e gestão de recursos humanos. Neste livro

aprender sobre os pressupostos subjacentes ao princípio de Pedro as razões pelas quais empregados incompetentes são por vezes promovidos e os sinais de que uma pessoa atingiu a última posição quando já não consegue fazer face ao seu papel. Uma explicação clara dos aspectos positivos e negativos do conceito, uma discussão sobre como funciona na prática e uma introdução a modelos relacionados dar-lhe-ão as ferramentas necessárias para descobrir se o princípio de Pedro se aplica à sua situação.

*Peter Prensibi* Gabriel Verboomen, 2023-01-20 Peter lkesi nin z n bu pratik ve zl kitapla sadece 50 dakikada anlay n Peter ilkesi yetkinlik verimlilik ve irket i i terfi konular nda nemli sorular g ndeme getirmektedir her al an kendi beceriksizlik seviyesine y kselme e ilimindedir yani bir irketin hiyerar isinde ne kadar yukar ya bakarsak pozisyonlar n beceriksiz al anlar taraf ndan i gal edilme olas l o kadar y ksektir E er bu hipotez do ruysa bunun etkinlik ve verimlilik zerinde nemli etkileri olaca a kt r Bu kitap Peter prensibinin insan kaynaklar y netimi ve performans y netimindeki uygulamalar na kullan l bir giri sunmaktadır Ayr ca bu hipotezi test etmek i in bir bilgisayar sim lasyonunun b y leyici bir incelemesini a r basitli i de dahil olmak zere kavram n s n rlamalar n n bir tart mas n ve Parkinson Yasas ve Dilbert lkesi gibi ilgili modellere bir giri i ermektedir Peter lkesi Hakk nda Peter lkesi bir al an n belirli bir hiyerar ik seviyede verimli olmas halinde hiyerar ideki bir sonraki seviyeye terfi edece ini ve verimsiz oldu u seviyeye ula ana kadar bu ekilde devam edece ini belirtir E er r tbesi d r lemiyorsa bu t m yap lar n do al olarak daha verimsiz bir dengeye do ru evrildi i anlam na gelir Bu durum kurum i i terfi ve insan kaynaklar y netimine ili kin baz nemli sorular g ndeme getirmektedir Bu kitapta Peter prensibinin alt nda yatan varsay mlar yetersiz al anlar n bazen terfi ettirilmesinin nedenlerini ve bir ki inin art k rol n n stesinden gelememi inde son pozisyona ula t n n i aretlerini reneceksiniz Kavram n olumlu ve olumsuz y nlerinin net bir ekilde a klanmas pratikte nas l i ledi inin tart lmas ve ilgili modellere giri yap lmas Peter prensibinin durumunuza uygulan p uygulanmad n kontrol etmek i in ihtiyac n z olan ara lar size sunuyor

**Il Principio di Peter** Gabriel Verboomen, 2023-01-20 Comprendete gli elementi essenziali del principio di Peter in soli 50 minuti con questo libro pratico e conciso Il principio di Peter solleva importanti questioni relative alla competenza all efficienza e alla promozione interna suggerisce che ogni dipendente tende a salire al suo livello di incompetenza il che significa che pi si sale nella gerarchia di un azienda pi probabile che le posizioni siano occupate da dipendenti incompetenti Se questa ipotesi corretta ovviamente ha conseguenze importanti in termini di efficacia e produttivit Questo libro vi fornir una pratica introduzione alle applicazioni del principio di Peter nella gestione delle risorse umane e nella gestione delle prestazioni Presenta inoltre un affascinante esame di una simulazione computazionale per testare questa ipotesi una discussione dei limiti del concetto compresa la sua eccessiva semplicit e un introduzione ai modelli correlati come la Legge di Parkinson e il Principio di Dilbert Il principio di Peter Il principio di Peter afferma che se un dipendente lavora in modo efficiente a un determinato livello gerarchico sar promosso al livello successivo della gerarchia e cos via fino a raggiungere il livello in cui inefficiente Se non pu essere retrocesso significa che tutte le strutture evolvono naturalmente verso un equilibrio di maggiore inefficienza Ci solleva una serie di importanti questioni relative alla promozione interna e alla

gestione delle risorse umane In questo libro imparerete a conoscere le ipotesi alla base del principio di Peter le ragioni per cui i dipendenti incompetenti vengono talvolta promossi e i segnali che indicano che una persona ha raggiunto l'ultima posizione quando non pi in grado di svolgere il proprio ruolo Una chiara spiegazione degli aspetti positivi e negativi del concetto una discussione sul suo funzionamento pratico e un'introduzione ai modelli correlati vi forniranno gli strumenti necessari per scoprire se il principio di Peter si applica alla vostra situazione

**Subject Guide to Books in Print** ,1996  
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The book delves into Le Principe De Peter Adeli. Le Principe De Peter Adeli is an essential topic that needs to be grasped by everyone, from students and scholars to the general public. The book will furnish comprehensive and in-depth insights into Le Principe De Peter Adeli, encompassing both the fundamentals and more intricate discussions.

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- Chapter 2: Essential Elements of Le Principe De Peter Adeli
- Chapter 3: Le Principe De Peter Adeli in Everyday Life
- Chapter 4: Le Principe De Peter Adeli in Specific Contexts
- Chapter 5: Conclusion

2. In chapter 1, this book will provide an overview of Le Principe De Peter Adeli. The first chapter will explore what Le Principe De Peter Adeli is, why Le Principe De Peter Adeli is vital, and how to effectively learn about Le Principe De Peter Adeli.

3. In chapter 2, the author will delve into the foundational concepts of Le Principe De Peter Adeli. The second chapter will elucidate the essential principles that need to be understood to grasp Le Principe De Peter Adeli in its entirety.

4. In chapter 3, the author will examine the practical applications of Le Principe De Peter Adeli in daily life. This chapter will showcase real-world examples of how Le Principe De Peter Adeli can be effectively utilized in everyday scenarios.

5. In chapter 4, the author will scrutinize the relevance of Le Principe De Peter Adeli in specific contexts. The fourth chapter will explore how Le Principe De Peter Adeli is applied in specialized fields, such as education, business, and technology.

6. In chapter 5, this book will draw a conclusion about Le Principe De Peter Adeli. The final chapter will summarize the key points that have been discussed throughout the book.

The book is crafted in an easy-to-understand language and is complemented by engaging illustrations. This book is highly recommended for anyone seeking to gain a comprehensive understanding of Le Principe De Peter Adeli.

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