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This book provides an exhaustive guidance to the leaders in the organization-including the CEO, HR managers, senior members of the sales, production, and service team to create an excellent organization. It elaborates the processes through specified time lines as to what s to be done. As we move from direct transfer to a specific skill or knowledge to a more complex set of processes, content, behaviors or procedures, learners require greater guidance in determining what training is appropriate for them at any given time. Navigating this more complex learning environment requires a solid competency model that clearly describes the important areas of performance for a job role, provides a basis for assessing current performance levels, and ties neatly to HR processes, training and learning opportunities.

Annotation Finding considerable achievements of the Competency-Based Education

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movement to be in jeopardy, educators from Britain and the US contribute a capability perspective. They draw on the experiences of the different groups within the movement to seek greater conceptual and methodological clarity about the nature of competence and capability and its assessment, to help practitioners deliver it more effectively. There is no index.

Annotation c. Book News, Inc., Portland, OR (booknews.com)

Sample Text

This book provides analysis of 650 jobs, based on 20 years of research using the McClelland/McBer job competence assessment (JCA) methodology. It includes generic job models for entrepreneurs, technical professionals, salespeople, service workers and corporate managers. Defines JCA and describes in detail how to conduct JCA studies. Suggests future directions and uses for competency research.· The Concept of Competence· A Competency Dictionary· Developing a Model· Findings: Generic Competency Models· Competency-Based Applications

Good teachers are distinguished by their characteristics - passion, integrity, initiative, confidence and more - yet recruitment tends to focus on skills and knowledge. Skills are vital, but are not the whole picture. This handbook provides a comprehensive technique for spotting and assessing the deeper characteristics of outstanding teachers during interview, using the Hay McBer research into effective teaching. Spotting an outstanding teacher, however, is wasted if they are not attracted to the school. Included in this guide is a means of evaluating,

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improving and communicating a school's attractiveness to candidates and existing staff. Providing a pathway through the complex recruitment process - from defining the school's needs to welcoming the new recruit into the school - this book includes: research into teacher effectiveness critical incident interviews definition and attraction assessment induction. Presenting surveys, original research into effective teaching, and interviews with recruiters and recruits, this lively guide offers practical advice for all schools.

The international best seller Human Resource Champions helped set the HR agenda for the 1990s and enabled HR professionals to become strategic partners in their organizations. But earning a seat at the executive table was only the beginning. Today's HR leaders must also bring substantial value to that table. Drawing on their 16-year study of over 29,000 HR professionals and line managers, leading HR experts Dave Ulrich and Wayne Brockbank propose The HR Value Proposition. The authors argue that HR value creation requires a deep understanding of external business realities and how key stakeholders both inside and outside the company define value. Ulrich and Brockbank provide practical tools and worksheets for leveraging this knowledge to create HR practices, build organizational capabilities, design HR strategy, and marshal resources that create value for customers, investors, executives, and employees. Written by the field's premier trailblazers, this book charts the path HR professionals must take to help lead their organizations into the future. Ulrich is a professor at the University of Michigan School of Business and the author of 12 books and more than 100 articles on the subject of human resources. Brockbank is a clinical professor of business at the University of Michigan School of Business, the author of award-winning papers on HR strategy,

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and an adviser to top global organizations.

This new handbook, with contributions from experts around the world, is the most comprehensive treatise on work design and job analysis practice and research in over 20 years. The handbook, dedicated to Sidney Gael, is the next generation of Gael's successful Job Analysis Handbook for Business, Industry and Government, published by Wiley in 1988. It consists of four parts: Methods, Systems, Applications and Research/Innovations. Finally, a tightly integrated, user-friendly handbook, of interest to students, practitioners and researchers in the field of Industrial Organizational Psychology and Human Resource Management. Sample Chapter available: Chapter 24, Training Needs Assessment by Eric A. Surface is available for download.

Foundations of Strategy, Second Edition is a concise text aimed at both undergraduate and Masters students. Written in an accessible style with the needs of these students in mind, the latest edition has a clear, comprehensive approach, underlined by sound theoretical depth. The content has been fully revised and updated to reflect recent developments in the business environment and strategy research. Features of the text include: 10 chapters covering all the topics in a typical one-semester course. Concise and integrated treatment of strategy implementation focusing on strategy in practice. Integration of the not-for-profit sector. Opening and closing chapter case studies covering a range of real-world, global examples. Featured

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Example and Case Insight boxes throughout chapters to give an additional dimension to the subject matter. An extensive range of learning and teaching materials accompany this text including instructor manual, case teaching notes, test bank and PowerPoint slides, for instructors. Resources for students include self-test quizzes and glossary flashcards to check understanding. Access the full resources online at www.foundationsofstrategy.com.

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