

1. Record Nr.	UNINA990001033010403321
Autore	McVittie, G.C.
Titolo	Cosmological Theory / by G.C. McWittie
Pubbl/distr/stampa	London : Methuen, 1949
Edizione	[. 2nd ed. -]
Disciplina	520
	523
Locazione	FI1
Collocazione	19-017
Lingua di pubblicazione	Inglese
Formato	Materiale a stampa
Livello bibliografico	Monografia
2. Record Nr.	UNINA9910794664603321
Autore	Perucchetti Laura <1980->
Titolo	Physical barriers, cultural connections : a reconsideration of the metal flow at the beginning of the Metal Age in the Alps / Laura Perucchetti
Pubbl/distr/stampa	Oxford, England : , : Archaeopress, , [2017] ©2017
ISBN	1-78491-615-3
Descrizione fisica	1 online resource (189 pages)
Classificazione	669.0936
Disciplina	936.947
Soggetti	Bronze age - Alps Region Copper age - Alps Region Metallurgy in archaeology - Alps Alps Region Antiquities Alps Alps Region Alpen Alpes (mountains)
Lingua di pubblicazione	Inglese
Formato	Materiale a stampa

Livello bibliografico	Monografia
Nota di bibliografia	Includes bibliographical references.
Sommario/riassunto	This book considers the early copper and copper-alloy metallurgy of the entire Circum-Alpine region. It introduces a new approach to the interpretation of chemical composition data sets, which has been applied to a comprehensive regional database for the first time.
3. Record Nr.	UNINA9910973237003321
Autore	Olmstead Joseph A. <1921->
Titolo	Creating the functionally competent organization : an open systems approach / / Joseph A. Olmstead
Pubbl/distr/stampa	Westport, Conn. : , : Praeger, , 2002 London : , : Bloomsbury Publishing, , 2024
ISBN	9798400633331 9786610908479 9781280908477 1280908475 9780313011726 0313011729
Edizione	[1st ed.]
Descrizione fisica	1 online resource (266 p.)
Disciplina	394.26973
Soggetti	Organizational effectiveness Performance - Management Performance - Evaluation
Lingua di pubblicazione	Inglese
Formato	Materiale a stampa
Livello bibliografico	Monografia
Note generali	Bibliographic Level Mode of Issuance: Monograph
Nota di bibliografia	Includes bibliographical references (p. [229]-260) and indexes.
Nota di contenuto	Cover -- Creating the Functionally Competent Organization -- Contents -- Tables and Figures -- TABLES -- FIGURES -- Preface -- Chapter 1 Introduction -- RATIONALE -- Essential Human Factors -- THE ORGANIZATION CONCEPT -- CHANGE MANAGEMENT -- THE PLAN OF THIS BOOK -- Part I-Functionally Competent Organizations: Theory -- Part II-Requirements for Performance -- Part III-Functionally

Competent Organizations: Application -- Part I Functionally
Competent Organizations: Theory -- Chapter 2 Organizations and Their Functions -- INTRODUCTION -- Conditions in the Modern World -- ORGANIZATIONAL EFFECTIVENESS -- Required Capabilities -- ESSENTIAL HUMAN FACTORS -- THE TYPICAL ORGANIZATION -- Organizational Structure -- Leaders -- Command and Control -- Organizational Process -- PROBLEMS IN ORGANIZATIONAL FUNCTIONING -- Some General Pitfalls -- Effects of Operating Pressures -- Coping with Pressures -- CONCEPT OF ORGANIZATIONAL COMPETENCE -- Dangers of Overcontrol -- INDIVIDUAL COMPETENCIES -- GROUP COMPETENCIES -- THE COMPETENCE MODEL -- MANAGING CHANGE -- RELEVANCE FOR ORGANIZATIONS -- Rapid-Response Organizations -- Other Organizations -- Chapter 3 Theoretical Background -- STRUCTURAL THEORIES -- GROUP THEORIES -- INDIVIDUAL THEORIES -- Fitting the Person to the Organization -- Fitting the Organization to the Person -- DECISION THEORIES -- THE ISSUES AND A RESOLUTION -- GENERAL SYSTEMS THEORY -- ORGANIZATIONAL PROCESSES -- Chapter 4 Research Results -- ORGANIZATIONAL COMPETENCE -- The Research Context and Strategy -- THE COMPETENCE MODEL -- Components of Competence -- Organizational Processes -- TESTS OF THE MODEL -- Project FORGE -- Method -- Results -- Conclusions -- Project Cardinal Point -- Method -- Process Performance: Observation and Feedback -- Data -- Results -- Process Performance and Combat Outcomes -- Impact of Feedback -- Conclusions.
HEW Studies -- Method -- Impact Variables -- Results -- Determinants of Agency Performance -- Organizational Competence -- Determinants of Competence -- Significance of Organizational Competence -- IMPLICATIONS -- Chapter 5 Functionally Competent Organizations -- ORGANIZATIONAL ATTRIBUTES -- COMPONENTS OF ORGANIZATIONAL COMPETENCE -- INDICATORS OF QUALITY -- DETERMINANTS OF COMPETENCE -- The Role of Integration -- Conditions Conducive to Integration -- Factors Affecting Integration -- Roles -- Goals -- Norms -- Group Relations -- IMPLICATIONS -- The Competence Model -- Part II Requirements for Performance -- Chapter 6 Performance of Individuals -- INDIVIDUAL COMPETENCIES -- Competency Defined -- Utility -- Rationale -- Research on Competencies -- Performance of Individuals -- ELEMENTS IN PERFORMANCE -- DETERMINANTS OF PERFORMANCE -- Factors within an Individual -- Factors within the Leaders or Supervisors -- Factors within the Work Situation -- AN IMPACT MODEL OF PERFORMANCE -- UTILITY OF THE IMPACT MODEL -- Some Competencies for Rank-and-File Personnel -- Chapter 7 Performance of Groups -- GROUP: A DEFINITION -- EFFECTS OF COHESIVENESS -- Implications for Training -- CHARACTERISTICS OF AN IDEAL GROUP -- ORGANIZATIONS AS SYSTEMS OF GROUPS -- Determinants of Effectiveness -- Tasks and Organization -- Superordinate Goals -- Similarity of Personnel -- Common Experiences -- Success Experiences -- Organizational Stability -- Communication -- Interpersonal Conflict -- Cooperation and Competition -- Reward System -- Administrative Practices -- Effects of Group Size -- IMPLICATIONS -- Group Competencies -- Part III Functionally Competent Organizations: Application -- Chapter 8 Integration in Organizations -- BASIC CONCEPTS -- Organizational Effectiveness -- ESSENTIAL ORGANIZATIONAL PROPERTIES -- DEVELOPING ORGANIZATIONS AS SYSTEMS.
The Essence of Organizational Management -- Conditions Conducive to Performance -- Developmental Activities -- Organizational Properties -- A Clear Role System -- Common Superordinate Goals -- Shared

Norms of Performance and Behavior -- A Stable and Efficient Communications System -- Effective Group Relations -- A Stable and Efficient Organizational System -- Purposes Served by Properties -- REQUIRED MANAGER FUNCTIONS -- Formulating Objectives and Roles -- Developing Core Personnel -- Formulating Ground Rules for Working -- Developing an Effective Communication System -- Developing a High Level of Motivation -- Setting Standards of Performance -- A MODEL FOR ORGANIZATIONAL INTEGRATION -- Assessment of Training and Development Models -- Attributes of a Practical Training and Development Model -- CONCEPT OF INTEGRATION -- THE INTEGRATION MODEL -- Necessary Organizational Properties -- Necessary Developmental Activities -- Assessment Issues -- Manipulability -- Measurability -- Evaluation of the Integration Model -- IMPLICATIONS -- Chapter 9 Competence Operationally Defined -- THE NATURE OF ORGANIZATIONAL COMPETENCE -- Organizational Attributes -- Concept of Organizational Competence -- IMPLEMENTING ORGANIZATIONAL COMPETENCE -- Identifying Critical Environments -- Sensing -- Search and Acquisition -- Processing -- Storing -- Interpreting -- Quality Requirements -- Communicating Information -- Quality Requirements -- Decision Making -- Quality Requirements -- Stabilizing -- Quality Requirements -- Communicating Implementation -- Aborted Decisions -- Quality Requirements -- Coping Actions -- Quality Requirements -- Feedback -- Quality Requirements -- CRITERIA OF QUALITY -- IMPLICATIONS -- Chapter 10 A Model for Organizational Effectiveness -- AN ORGANIZATIONAL EFFECTIVENESS MODEL -- Organizational Conditions -- Training Activities.

Cognitive Role Training -- Experiential Training -- Operations Training -- Integration -- Role/Process Performance -- Teamwork/Process Performance -- Utility of the Model -- Potential Uses -- IMPROVING COMPETENCE IN EXISTING ORGANIZATIONS -- The Adaptive-Coping Cycle -- Analyzing and Assessing Organizational Performance -- A General Framework for Analysis -- Questions about Organizational Competence -- Define the Organization -- Identifying the Processes -- ASSESSING ORGANIZATIONAL COMPETENCE -- Qualitative Assessment -- Quantitative Assessment -- Public Comparisons of Scores between Units Are Not Recommended -- An Alternative Procedure -- DEVELOPMENTAL ACTIVITIES -- Developing Favorable Conditions -- Importance of Leadership -- TRAINING ACTIVITIES -- Special Role Training -- Experiential Training -- Operations Training -- IMPROVING COMPETENCE -- IMPLICATIONS -- Chapter 11 Elements of Organizational Effectiveness -- THE CONTEXT OF WORK -- Components of the Work Context -- Developing Favorable Work Contexts -- Structural Aspects -- Climate -- Conditions Conducive to Performance -- Implementation Requirements -- FACTORS THAT CONTROL PERFORMANCE -- Effective Use of Human Resources -- Effective Management -- Effective Leadership -- Effective Training -- IMPLICATIONS -- Chapter 12 Summary and Conclusions -- SOME BASIC CONCEPTS -- Organizational Effectiveness -- Organizations as Open Systems -- Organizational Competence -- Competence as Flexibility -- Integration -- FACTORS AFFECTING INTEGRATION -- Roles -- Goals -- Norms -- Group Relations -- Teamwork -- TRAINING AND DEVELOPMENT -- CONCLUSION -- RELEVANCE FOR RAPID-RESPONSE ORGANIZATIONS -- RELEVANCE FOR OTHER ORGANIZATIONS -- Annotated Bibliography -- Author Index -- Subject Index -- About the Author.

environments-offering an integrated, understandable, and highly practical way to analyze, assess, and improve organization performance. He demonstrates how organizations actually function, and shows how they can identify and overcome obstacles by creating organizational competence-the critical elements that give organizations the ability to perform effectively in the modern business world. Upper level students, scholars, and teachers will find Olmstead's book an important addition to their academic reading lists. For practitioners, particularly those in rapid response organizations, this book will be an indispensable aid in the struggle to keep their organizations up to date and abreast of the competition.
