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Titolo	Incompetency and Competency Training : Improving Executive Skills in Sensemaking, Framing Issues, and Making Choices // by Arch Woodside, Rouxelle de Villiers, Roger Marshall
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Descrizione fisica	1 online resource (XIV, 281 p. 62 illus., 49 illus. in color.)
Disciplina	658.3
Soggetti	Personnel management Industrial psychology Marketing Labor economics Human Resource Management Industrial and Organizational Psychology Labor Economics
Lingua di pubblicazione	Inglese
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Livello bibliografico	Monografia
Nota di bibliografia	Includes bibliographical references at the end of each chapters.
Nota di contenuto	1 Foundations for Theory and Practice of Competence and Incompetence Training -- 2 Incompetency Training: Theory, Practice, and Remedies -- 3 Understanding and Modeling Configural Causality -- 4 Laboratory Experiments of Configural Modeling -- 5 Analytics and Findings for Overall Competency -- 6 Analytics and Findings for Competency and Confidence -- 7 Delimiting Performance Outcomes -- 8 Contributions to Theory, Method, and Practice.
Sommario/riassunto	This book covers theory and practice of competency and incompetency training. 'Incompetency training' includes formal and informal instruction that consciously (purposively) or unconsciously imparts knowledge, attitudes, beliefs, and behavior (including procedures) that are useless, inaccurate, misleading, and/or will lower performance outcomes of the trainee versus no training or training using alternative training methods. This book offers an early workbench model of incompetency training theory which proposes that executives and

associates in firms, academia, and government organizations consciously as well as unknowingly offer incompetency training in many contexts. The evidence so far has shown that increasing trainees' vigilance and ability to recognize exposure to incompetency-training may help trainees to decrease the effectiveness (impact) of exposures to incompetency training—advancing incompetency training theory and knowledge of incompetency training practice may be necessary conditions for remedying negative outcomes that follow from trainees receiving such training. The book uses a series of laboratory experiments to elicit on tools advocated in the literature as aids in increasing incompetency and/or competency, and provides a comprehensive review of the literature on (in)competency training.
