

1. Record Nr.	UNINA9910254949403321
Autore	Baker Tim (Management consultant)
Titolo	The End of the Job Description : Shifting From a Job-Focus To a Performance-Focus / / by Tim Baker
Pubbl/distr/stampa	London : , : Palgrave Macmillan UK : , : Imprint : Palgrave Macmillan, , 2016
ISBN	9781137581464 1137581468
Edizione	[1st ed. 2016.]
Descrizione fisica	1 online resource (237 p.)
Classificazione	BUS007000BUS030000BUS041000BUS085000BUS097000
Disciplina	658.3/128
Soggetti	Personnel management Management Experimental economics Communication in organizations Industrial organization Office management Human Resource Management Experimental Economics Corporate Communication Organization Office Management
Lingua di pubblicazione	Inglese
Formato	Materiale a stampa
Livello bibliografico	Monografia
Note generali	Includes index.
Nota di contenuto	Machine generated contents note: -- Introduction -- PART I: JOB DESCRIPTIONS TO ROLE DESCRIPTIONS -- 1. Role Descriptions: The Next Generation -- 2. A New Definition of Work Performance -- 3. The Job Description and the Traditional Employment Relationship -- 4. The Job Description and New Employment Relationship -- PART II: NON-JOB ROLES -- 5. The Rising Importance of the Non-job Role -- 6. The Positive Mental Attitude and Enthusiasm Role -- 7. The Team Role -- 8. The Career Role -- 9. The Innovation and Continuous Improvement Role -- PART III: Implementing role descriptions -- 10. Strategies to Formulate Role Descriptions -- 11. Evaluating the Performance of Non-

Sommario/riassunto

That's not my job.' If you don't want your employees to say that, why do you start your relationship by giving them a narrow task and competency focused description of their job? We need people to fulfil many different roles at work - yes the need to do their job, but they also need to contribute positive energy, collaborate, and take personal responsibility for innovation and personal development. How do they fit into a traditional job description? It is futile persevering with the job description borne out of the scientific management movement one hundred years ago. The world of work is vastly different to the assembly lines of the Ford Motor Company of the early twentieth-century. Building on the phenomenal success of The End of the Performance Review, Baker examines four essential 'Non-Job' roles that all employees must fulfil and shows how to create meaningful role descriptions that can help you recruit better people and enable them to deliver better results.
