

1. Record Nr.	UNINA9910136850203321
Autore	Paderewski Elliot
Titolo	Plants, animals, and people live together / / Elliot Paderewski
Pubbl/distr/stampa	New York : , : Rosen Classroom, , 2017
ISBN	1-5081-2400-0
Descrizione fisica	1 online resource (12 pages)
Collana	Rosen real readers
Disciplina	599.757
Soggetti	Human-animal relationships Plants - Health aspects
Lingua di pubblicazione	Inglese
Formato	Materiale a stampa
Livello bibliografico	Monografia
2. Record Nr.	UNINA9910373956503321
Autore	Berghaus Benjamin
Titolo	Conspicuous Employment : Theory, Measurement, and Consequences of Prestigious Employer Preference / / by Benjamin Berghaus
Pubbl/distr/stampa	Cham : , : Springer International Publishing : , : Imprint : Springer, , 2020
ISBN	3-030-37701-6
Edizione	[1st ed. 2020.]
Descrizione fisica	1 online resource (264 pages)
Collana	Contributions to Management Science, , 1431-1941
Disciplina	658.311
Soggetti	Self Identity (Psychology) Branding (Marketing) Personnel management Labor economics Self and Identity Branding Human Resource Management Labor Economics

Lingua di pubblicazione	Inglese
Formato	Materiale a stampa
Livello bibliografico	Monografia
Nota di contenuto	<p>Introduction -- Theory on Status: A Cross-Discipline Literature Review</p> <p>-- Prestigious Employer Preference: Scale Development and Evaluation</p> <p>-- Prestige Preference and Person-Organisation Fit -- Prestige Preference and (Over-)Confidence -- Discussion -- Appendix.</p>
Sommario/riassunto	<p>This book illustrates the foundations of status research from the perspective of recruiting. The ever-increasing competitive pressure on both sides of the market has led to the growing significance of prestige in employment as an efficient yardstick of performance. At the same time, mounting student loans make the need for a prestigious education palpable. While prestige has always been important in the job market, continuously increasing competitive pressure is driving the role of prestige to new heights. This book shows how insights from consumer research on prestige-driven behavior can be helpful in gaining a better understanding of applicants' motives. Furthermore, it investigates the effect of prestige preference versus value-based, person-organization fit. Lastly, the book reports on experimental evidence that prestigious employer preference can provide a basis for risky decision-making behavior. Prestige is an increasingly powerful motivator in today's job market – one that requires a closer look.</p>