1. Record Nr. UNINA9910451795803321 Autore Phillips Jean <1969-> **Titolo** Assessing internal job candidates [[electronic resource] /] / Jean M. Phillips and Stanley M. Gully Alexandria, Va., : Society for Human Resource Management, c2009 Pubbl/distr/stampa **ISBN** 1-58644-296-1 Descrizione fisica 1 online resource (81 p.) Collana Staffing strategically series Altri autori (Persone) **GullyStanley Morris** Disciplina 658.3/112 Soggetti Employee selection Personnel management Career development **Executive succession** Electronic books. Lingua di pubblicazione Inglese **Formato** Materiale a stampa Livello bibliografico Monografia Note generali Description based upon print version of record. Nota di bibliografia Includes bibliographical references and index. Nota di contenuto Internal assessment goals -- Internal assessment methods -- Career planning -- Internal assessment models. Sommario/riassunto Companies can find and explore different methods for evaluating current employees in this thorough and systematic guide. Discussing the primary goals of internal assessment-such as determining candidates for training, reassignment, promotion, or dismissal; deciding what developmental projects to assign employees; or effectively establishing who to dismiss and who to work hard to retain during downsizing-this manual relates the importance of this critical staffing function that many employees often do very poorly. Examining

two models in-depth, t