

1. Record Nr.	UNINA9910460323603321
Titolo	Research in personnel and human resources management // edited by M. Ronald Buckle, Anthony R Wheeler, Jonathon R B Halbesleben
Pubbl/distr/stampa	Bingley, [England] : , : Emerald, , 2015 ©2015
ISBN	1-78560-016-8
Edizione	[First edition.]
Descrizione fisica	1 online resource (364 p.)
Collana	Research in Personnel and Human Resources Management, , 0742-7301 ; ; Volume 33
Disciplina	305.8
Soggetti	Employee motivation Management Multiculturalism Personnel management 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 at the end of each chapters.
Nota di contenuto	Front Cover; Research in Personnel and Human Resources Management; Copyright page; Contents; List of Contributors; Employee Maintenance: Examining Employment Relationships from the Perspective of Managerial Leaders; Conceptual Definition of Employee Maintenance; Toward an Employee Maintenance Model; Behavioral Risk Factors; Extreme Deviations from Task Performance Requirements; Inconsistent Task Performance; Proactive Involvement in Work Design; Counterproductive Work Behavior (CWB); Self-Interested Behavior; Needy and Dependent Behavior; Proximal Outcomes of Leader Maintenance Perceptions Affect and Attitudes Affect; Attitudes; Self-Regulation Impairment; Distal Outcomes of Leader Maintenance Perceptions; Hostility; Withdrawal; Mentoring and Support; Feedback Loops to the Behavioral Risk Factors; Social Context Factors; Characteristics of Managerial Leaders; Relational Characteristics; Team Characteristics; Additional Opportunities for Theoretical Refinement and Elaboration; Concluding Comments; References; On the Turning Away: An Exploration of the

Employee Resignation Process; Voluntary Turnover; Prior Treatment of the Resignation Process; A Model of the Resignation Process
The Formulation StageConfiding in Others; Family; Personal Friends; Customers and Suppliers; Co-workers; Manager; Mentor; Nondisclosure; Gathering Information; Advice from Those Confided in; Prior Resignation Experience; Internet; Company Policy; Future Employer; Industry Norms; Other Relevant Formulation Stage Activities; Financial Preparation; Accrued Paid Time off; Job Search; Formal Resignation Letter Writing; Workspace Preparation for Departure; Giving up Perks; Departing to a Different Job in the Same Organization; Role of Individual Differences during the Formulation Period
The Announcement StageTarget of the Message; Manager; Human Resources Representative; Other Organizational Leaders; Subordinates; Third-Party Announcement; The Announcement Setting; Communication Medium; Timing; Place; The Announcement Meeting; Formal Letter; Reason for Resigning; Emotions Expressed; Reaction of Receiver of the Announcement; Emotional Reactions; Negotiation of Notice Period; Counteroffer; Decision Whether to Honor the Notice Period or Not; Role of Individual Differences during the Announcement Stage; The Notice Stage; Changes in Performance; Task Performance Contextual PerformanceVoicing Behavior; Organizational Impact; Exit Interviews; Impact on Others; Impact on Teams; Impact on Subordinates; Impact on Supervisor; Farewell Messages; Counterproductive Workplace Behaviors; Remaining Engaged; Role of Individual Differences during the Notice Period; Voice Behaviors; Impact on Others; Counterproductive Workplace Behaviors; Remaining Engaged; Conclusion; References; Managing Workplace Ethics: An Extended Conceptualization of Ethical Sensemaking and the Facilitative Role of Human Resources; A Brief Introduction to Business Ethics and Sensemaking
An Extended Conceptualization of the Ethical Sensemaking Model

Sommario/riassunto

This series publishes monograph length conceptual papers designed to promote theory and research on important substantive and methodological topics in the field of human resources management.
