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| Nota di contenuto | Intro -- Table of Contents -- Acknowledgments -- Introduction -- Methodology -- Statement 1: Promotions Are Based on Individual Efforts and Abilities -- Statement 2: People Promoted Must Fit Established Jobs -- Statement 3: Formal Methods Are Used to Assess Candidates for Promotion -- Statement 4: There Are Multiple Candidates for Each Job -- Statement 5: Promotions Have Uniform Characteristics -- Statement 6: Most Organizations Use Similar Criteria for Promotion -- A More Realistic Perspective -- Implications -- Appendix: Research Method and Data Analysis -- References. |
| Sommario/riassunto | Reporting on their study of how management promotions are made in three Fortune 500 companies, the authors evaluate various perspectives on promotion and offer a framework that can help executives and researchers better understand it. |