

1. Record Nr.	UNINA9910492151603321
Autore	Valcik Nicolas A.
Titolo	Human resources information systems : a guide for public administrators // Nicolas A. Valcik, Meghna Sabharwal, Teodoro J. Benavides
Pubbl/distr/stampa	Cham, Switzerland : , : Springer, , [2021] ©2021
ISBN	3-030-75111-2
Descrizione fisica	1 online resource (191 pages)
Collana	Management for Professionals
Disciplina	658.300285
Soggetti	Personnel management - Information technology Civil service - Personnel management
Lingua di pubblicazione	Inglese
Formato	Materiale a stampa
Livello bibliografico	Monografia
Nota di contenuto	Intro -- Foreword -- Preface -- Acknowledgments -- General Acknowledgment -- Contents -- Case Studies -- About the Authors -- 1: Introduction -- Human Resources Information Systems in Public Sector Organizations -- Identifying Manpower Requirements -- Identifying Resources -- Compliance -- Meeting Training Needs -- Ways HRIS Can Promote Diversity -- Use the HRIS to Track How Employees Spend Time to Start Goal Setting -- Crunch the Numbers to Set Realistic Goals -- Ask the Employee for Their Feedback -- Monitor, Track, and Adjust Goals -- Potential Methods HRMS Can Reduce Employee Turnover -- Improve Employee Engagement -- Track Employee Goals, Performance, and Recognition -- Understand Why Employees Leave -- Create a Positive Culture -- Recognize and Reward -- Offer Flexibility -- Career Development -- Conduct Surveys -- Human Resources Information Systems in Nonprofits -- Recruiting, Screening, and Selecting Organization Work Force -- Recruiting -- Screening and Selection -- Orienting Staff and Volunteers to the Organization -- Poor Performers -- Compensating the Organization's Employees and Volunteers -- Tangible Benefits -- Intangible Benefits -- Organization of the Book -- References -- 2: The History and Evolution of HRIS -- Evolution of Human Resource Information System (HRIS) -- Early Twentieth Century to World War II --

Post World-War II Era (1945-1960) -- Emergence of Human Resources Management (1960-1980) -- Emergence of Human Resources Information System (HRIS) (1980-2000) -- Rise of Technology and Strategic Human Resources Management (2000-Current) -- Human Resource Information Systems -- HRIS Opportunities and Challenges -- HRIS Opportunities -- HRIS General Competencies -- Summary -- References -- 3: Existing Research on HRIS in Public Organizations -- HRIS and Its Use in Public Organizations -- Adoption of HRIS. Public Sector Example -- HRIS and Security Challenges -- Example of a Large-Scale Data Breach in the Public Sector- Office of Personnel Management -- Role of HR in Maintaining Data Security -- Summary -- References -- 4: The Architecture of HRIS -- Importance of Understanding Database Architecture -- Evolution -- Mainframes -- Server Based HRIS -- Cloud Based HRIS -- Data Warehouse -- Functional Area Access and Data Entry -- Data Control -- Reporting Capability -- Summary -- References -- 5: Application of HRIS in Public Organizations -- Payroll -- Benefits - Sick Time, Vacation Time, Health and Retirement -- Compliance Data (EEO etc.) -- Federal and State Reports -- Operational Reports -- Recruitment and Retention -- Employee Interface -- When the Bough Breaks: Case Study -- Summary -- References -- 6: Public and Non-Profit Organizations Versus Private Industry Needs -- Centralized Storage -- Recruitment Management -- Employee Onboarding -- Talent Management -- Performance Management -- Time and Absence Management -- Training Management -- Workforce Analytics -- Civil Service -- Compliance Reporting -- Wage and Hour Statutes -- Family and Medical Leave -- Immigration Statutes -- Benefits -- Safety Statutes -- Union Statutes -- Public V. Private Pension Plans -- Types of Employees -- Part-Time Employees -- Full-Time Employees -- Seasonal Employees -- Temporary Employees -- Leased Employees -- Contingent Employees -- Contract Workers -- Independent Contractors -- Interns -- Consultants -- Student Workers -- Public Safety Employees -- Military Employees -- Case Study: SOCS Are a.O.K. -- Summary -- References -- 7: The Theory of How HRIS Should Work -- What Can HRIS Accomplish for an Organization? -- How Does HRIS Store Data? -- What Data Entry Controls Should be in Place? -- What do Organizations Gain from Using HRIS? -- Automated Onboarding. E-Signatures -- Time Management -- Employee Self-Service -- Cost Savings with HRIS -- HRIS and Employee Empowerment -- Encourages Empowerment from the Start -- Puts Employees in Charge of Their Information -- Can Help Make Employees More Autonomous -- Fosters Communication Among Peers -- HRIS Lowers Risks Associated with Empowerment -- Helps to Recognize Employees for Empowered Behavior -- Avoiding Risks with HRIS -- Summary -- References -- 8: The Functional Areas Utilizing HRIS in a Public Organization -- Human Resources -- Payroll -- Strategic Planning / Reporting -- Veterans -- Social Justice/Diversity -- Budget and Finance -- Information Technology -- Provost or Vice Chancellor (Higher Education Institutions) -- Supervisors -- Administrative Assistants -- External to the Organization - State/Federal/Individuals -- Summary -- References -- 9: Obstacles for Public Organizations Using HRIS -- Need for Good Quality Personnel Data in the Public Sector -- Barriers to Good Quality Personnel Data -- Internal Factors -- Information Systems -- Human Resources Culture -- Organizational Culture -- Data Ownership -- Reporting -- External Factors -- Legal Mandates -- Stakeholders -- Business Processes -- Organizational Interventions -- Auditing -- Leadership -- Streamlining Business Processes -- Data Quality -- Reporting Data -- Summary -- References -- 10: The Costs of HRIS

and Dangers of Migration of HRIS Data -- Costs of HRIS -- Assessment of HRIS Migration Costs -- Creating a Viable Plan for Migration of Data, Functionality and Reporting -- Additional Software Packages Plan for Integration -- Running Two HRIS Simultaneously -- Shared Services -- Personnel Requirements and Consultants -- Additional Issues with Consultants and Independent Contractors -- Summary -- References -- 11: Higher Education Specific HR Issues -- What Is a Full-Time Employee? -- Unions in Higher Education Institutions -- Command and Control Issues -- Faculty - Tenure Status -- Post Tenure Review -- Faculty Workload -- Tenure-Track Status -- Faculty Contracts -- Administrative Appointments for Tenured Faculty -- Other Nuances in Faculty, Staff and Student Pay -- Length of Contracts -- Accounts Paid out to Salaries -- Multiple Institutions, Schools or Departments -- Self-Reported Data -- Summary -- References -- 12: Conclusion - What Have we Learned? -- What Are the Trends within HRIS? -- Cybersecurity -- Outsourcing -- Over-Centralization Shared Services- (System Offices Combining Databases) -- Changing Workforce -- Summary -- References -- Index.

2. Record Nr.	UNINA9910819687503321
Autore	Coulson Morc
Titolo	Practical fitness testing / / Morc Coulson and David Archer
Pubbl/distr/stampa	London : , : A & C Black, , [2009] ©2009
ISBN	1-282-95965-4 9786612959653 1-4081-1104-7
Descrizione fisica	1 online resource (257 p.)
Collana	Fitness professionals
Disciplina	613.7
Soggetti	Physical fitness - Testing
Lingua di pubblicazione	Inglese
Formato	Materiale a stampa
Livello bibliografico	Monografia
Note generali	"Analysis in exercise and sport"--Cover.
Nota di bibliografia	Includes bibliographical references and index.

3. Record Nr.	UNINA9910758497103321
Autore	Seitz Tim
Titolo	Die Praxis des Nudging : Sanftes Regieren durch Verhaltensexperimente // Tim Seitz
Pubbl/distr/stampa	Bielefeld : , : transcript Verlag, , [2023] ©2023
ISBN	9783839467985 3839467985
Edizione	[1st ed.]
Descrizione fisica	1 online resource (222 p.)
Collana	Sozialtheorie
Disciplina	158.3
Soggetti	SOCIAL SCIENCE / Sociology / General
Lingua di pubblicazione	Tedesco
Formato	Materiale a stampa
Livello bibliografico	Monografia
Nota di contenuto	Frontmatter -- Inhalt -- Abbildungsverzeichnis -- I. Einleitung -- II. Wie Nudging wissen? -- III. Die Arbeit am Problem -- IV. Die Arbeit an der Lösung -- V. Die Arbeit an der Evidenz -- VI. Rückblick -- VII. Ausblick -- Danksagung -- Literatur
Sommario/riassunto	In der Praxis des Nudging wird die Sanftheit der Verhaltensbeeinflussung zum epistemischen Problem: Verhalten soll unbemerkt beeinflusst werden, doch erst durch den Nachweis von Verhaltensänderungen gewinnt das Konzept seine Überzeugungskraft. Tim Seitz untersucht ethnografisch die praktische Herstellung von Nudges. Er rekonstruiert miteinander verwobene Prozesse der Problematisierung, Lösungsentwicklung und Evidenzproduktion und macht deutlich: Nudging muss die Experimentalbedingungen immer erst schaffen, unter denen sich sanft regieren lässt.