Record Nr. UNINA9910786442603321 Appraising and exploring organisations / / edited by Shaun Tyson [and **Titolo** others] London, : Routledge, ©1988 Pubbl/distr/stampa **ISBN** 1-136-46054-3 0-203-12711-0 1-283-84198-3 1-136-46055-1 Descrizione fisica 1 online resource (241 p.) Collana Routledge revivals Altri autori (Persone) TysonS (Shaun) Disciplina 658.3/14 658.314 658.3140723 Soggetti Employee attitude surveys Personnel management Corporate culture Lingua di pubblicazione Inglese **Formato** Materiale a stampa Livello bibliografico Monografia Note generali Papers presented at a searies of conferences sponsored by the European Institute for Advanced Studies in Management. Includes bibliographical references and index. Nota di bibliografia Appraising and Exploring Organisations: Copyright: Appraising and Nota di contenuto Exploring Organisations; Copyright; Contents; List of Contributors; Chapter 1. Introduction; Organisation Culture; Chapter 2. Towards a more Theory-based Measurement of Organisational Climate; Chapter 3. Organisational Climate: A Provisional Model for Organisational Effectivity: Chapter 4. Inculture: The Organisational Character of INC: Employee Relations: Chapter 5. Organisational Surveys and Participative Management Approaches; Chapter 6. Attitude Surveys as a Direct or Indirect Means Towards Participative Management Chapter 7. Measuring the Quality of Working Life, Using Institutional and Questionnaire Approaches Chapter 8. Computer Attitudes and Resistance to the Introduction of new Technologies: A Pilot Study: Personnel Policies: Chapter 9. Methodological Issues in the Assessment of Management Development; Chapter 10. Determining Management Training Needs by Examining Management Qualities; Chapter 11.

Sommario/riassunto

Methods Used in the Survey of Management Career Planning: A Norwegian Project in Action Research; Chapter 12. Analysing Incentive Payment Systems; Index

First published in 1988, this book offers a comprehensive description of the functions and performance of organisational surveys from a wide range of European experts in the field. The book examines the utility of organisational surveys as a method of research for the social sciences and as a support for employee relations strategies and personnel policies. It looks at the broad question of 'what are the key dimensions of an organisation with which managers and researchers should be concerned?' and at how they can be an essential element in a participative management approach to emplo