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Titolo	Common sense talent management : using strategic human resources to improve company performance // Steven T. Hunt
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ISBN	1-118-23392-1 1-118-92341-3 1-118-22023-4
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Descrizione fisica	1 online resource (466 p.)
Disciplina	658.3/01
Soggetti	Manpower planning Employee selection Personnel management
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	Commonsense Talent Management: Using Strategic Human Resources to Improve Company Performance; Copyright; Contents; Tables, Figures, and Discussions; Preface; Chapter 1: Why Read This Book? The Good, the Great, and the Stupidus Maximus Award; 1.1 How This Book Is Structured; 1.2 The Role of HR Technology in Strategic HR; 1.3 Why This Book Matters; Notes; Chapter 2: Strategic HR: What It Is, Why It Is Important, and Why It Is Often Difficult; 2.1 The Fundamental Processes of Strategic HR; 2.2 Why Do We Need Strategic HR Departments?; 2.3 What Makes Strategic HR Difficult; 2.4 Conclusion; Notes Chapter 3: Business Execution and Strategic HR3.1 Defining Business Execution; 3.2 Assessing Business Execution Needs; 3.3 Using Strategic HR Processes to Support Business Execution; 3.4 Linking Specific Business Execution Drivers to Different HR Processes; 3.5 Increasing Strategic HR Process Maturity; 3.5.1 Right People Maturity Levels; 3.5.2 Right Things Maturity Levels; 3.5.3 Right Way Maturity Levels; 3.5.4 Right Development; 3.6 Integrating Strategic HR Processes; 3.7 Conclusion; Notes; Chapter 4: Right People: Designing Recruiting and Staffing Processes

4.1 Recruiting to Support Business Execution4.1.1 Quality of Hiring Decisions; 4.1.2 Quality of Sourcing; 4.1.3 Relationships and Networking; 4.1.4 Hiring Manager Involvement; 4.1.5 Integrated Talent Management; 4.2 Critical Recruiting Design Questions; 4.2.1 What Types of Jobs Are We Hiring For?; 4.2.2 How Many People Will We Need to Hire, and When Will We Need Them?; 4.2.3 What Sort of Employees Do We Need to Hire? What Attributes Do Candidates Need to Possess to Become Effective Employee? 4.2.4 What Roles Will Hiring Managers, Recruiters, Coworkers, and Candidates Play in the Hiring Process?4.2.5 How Will We Source Candidates?; 4.2.6 How Will We Select Candidates?; 4.2.7 How Will We Get Newly Hired Employees Up to Full Productivity?; 4.2.8 How Will We Retain Employees after They Are Hired?; 4.2.9 How Will We Measure Recruiting Success and Improve Our Processes over Time?; 4.3 Recruiting Process Maturity; 4.4 Conclusion; Notes; Chapter 5: Doing the Right Things: Becoming a Goal-Driven Organization; 5.1 What It Means to Be a "Goal-Driven" Organization 5.2 The Role of Goals in an Integrated Strategic HR System5.3 Goal Management Critical Design Questions; 5.3.1 How Will You Ensure Employees Have Well-Defined Goal Plans?; 5.3.2 What Are You Doing to Ensure Employees Feel a Sense of Commitment and Ownership toward the Goals They Are Assigned?; 5.3.3 What Methods Are Used to Align Employees' Goals with Company Business Strategies?; 5.3.4 How Is Employee Goal Accomplishment Measured?; 5.3.5 What Is the Relationship between Goal Accomplishment and Employee Pay, Promotions, and Recognition? 5.3.6 How Are Goals Used to Support Employee Development and Career Growth?

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## Sommario/riassunto

A comprehensive guide to using strategic HR methods to increase company performance. This book explains what strategic human resources means, how it differs from other HR activities, and why it is critical to business performance. It walks through key questions for designing, deploying and integrating different strategic HR processes including staffing, performance management, compensation, succession management, and development. The book also addresses the role of technology in strategic HR, and discusses how to get companies to support, adopt, and maintain effective strategic HR processes

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2. Record Nr.	UNINA9910882899403321
Autore	Yixuan Jing
Titolo	School-Based EFL Teacher Professional Development for Task-Based Language Teaching : An Ethnographically-Informed Case Study of Rural China // by Jing Yixuan
Pubbl/distr/stampa	Cham : , : Springer Nature Switzerland : , : Imprint : Palgrave Macmillan, , 2024
ISBN	9783031640025 3031640020
Edizione	[1st ed. 2024.]
Descrizione fisica	1 online resource (328 pages)
Disciplina	428.0071051
Soggetti	Language and languages - Study and teaching Linguistics - Methodology Language acquisition Language Teaching and Learning Language Education Research Methods in Language and Linguistics Language Acquisition and Development
Lingua di pubblicazione	Inglese
Formato	Materiale a stampa
Livello bibliografico	Monografia
Nota di bibliografia	Includes bibliographical references and index.
Nota di contenuto	Chapter 1. Introduction -- Part I: Setting The Scene -- Chapter 2. Understanding task-based language teaching (TBLT) -- Chapter 3. TBLT in the classroom: Unready teachers -- Chapter 4. The start of a PhD journey -- Chapter 5. TBLT in curriculum innovation and TPD programs in Chinese context -- Chapter 6. Understanding rural China -- Chapter 7. Foundations of TBLT and teacher cognition. Part II: In The Field -- Chapter 8. The road to East Gate School -- Chapter 9. The teachers at East Gate School -- Chapter 10. The researcher as learning partner -- Chapter 11. Let us teach together: Collaborative teaching -- Part III: Making Sense Of The Story -- Chapter 12. The role of school leadership in school based TPD programs -- Chapter 13. Human agency: The capacity to implement curriculum innovation -- Chapter 14. The role of the teacher educator in teacher professional development -- Chapter 15. Collaborative teaching and teacher ZPD --

Sommario/riassunto

This book investigates the efficacy of a teacher educator collaborating with rural Chinese teachers of English to activate agentic adoption of task-based language teaching (TBLT). Set in rural northwestern China, the book traces the researcher's role as a participant-observer, during which she conducted a 12-week immersive study in a rural secondary school. The initial approach focused on understanding and trust-building, followed by the development of a collaborative partnership with teachers, and results demonstrate that given appropriate guidance and assistance, rural Chinese teachers successfully incorporated tasks into their classrooms to encourage increased motivation for learning and communicating in English. This book will be of interest to students and scholars of applied linguistics, language education, and TESOL, and the author demonstrates that true teacher educators are more effective as learning partners to teachers than simply a coach or lecturer. Jing Yixuan recently completed her PhD in Applied Linguistics at Victoria University of Wellington, New Zealand. She has many years of teaching experience at the tertiary level in China. She has taught English, including teacher training for future Chinese ESL teachers. She was born and raised in rural China.

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