

1. Record Nr.	UNINA9910962078703321
Titolo	Handbook of workplace assessment : evidence-based practices for selecting and developing organizational talent / / John C. Scott, Douglas H. Reynolds, editors
Pubbl/distr/stampa	San Francisco, CA, : Jossey-Bass, 2010
ISBN	9786612653612 9780470634608 047063460X 9781282653610 128265361X 9780470634585 0470634588
Edizione	[1st ed.]
Descrizione fisica	1 online resource (913 p.)
Collana	The professional practice series
Altri autori (Persone)	ScottJohn C <1955-> (John Carlson) ReynoldsDouglas H
Disciplina	658.3/124
Soggetti	Employees - Rating of Needs assessment Organizational change 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 indexes.
Nota di contenuto	Handbook of Workplace Assessment: Evidence-Based Practices for Selecting and Developing Organizational Talent; Contents; Figures, Tables, and Exhibits; Foreword; Preface; Acknowledgments; The Editors; The Contributors; Part One: Framework for Organizational Assessment; Chapter 1: INDIVIDUAL DIFFERENCES THAT INFLUENCE PERFORMANCE AND EFFECTIVENESS; Chapter 2: INDICATORS OF QUALITY ASSESSMENT; Chapter 3: GENERAL COGNITIVE ABILITY; Chapter 4: PERSONALITY; Chapter 5: ASSESSMENT OF BACKGROUND AND LIFE EXPERIENCE; Chapter 6: KNOWLEDGE AND SKILL; Chapter 7: PHYSICAL PERFORMANCE Chapter 8: COMPETENCIES, JOB ANALYSIS, AND THE NEXT GENERATION

OF MODELINGPart Two: Assessment for Selection, Promotion, and Development; SO WHERE ARE THE PROMISED, PRACTICAL, AND PROVEN SELECTION TOOLS FOR MANAGERIAL SELECTION AND BEYOND?; Chapter 9: ASSESSMENT FOR TECHNICAL JOBS; Chapter 10: ASSESSMENT FOR ADMINISTRATIVE AND PROFESSIONAL JOBS; Chapter 11: ASSESSMENT FOR SALES POSITIONS; Chapter 12: ASSESSMENT FOR SUPERVISORY AND EARLY LEADERSHIP ROLES; Chapter 13: EXECUTIVE AND MANAGERIAL ASSESSMENT; Chapter 14: THE SPECIAL CASE OF PUBLIC SECTOR POLICE AND FIRE SELECTION
Part Three: Strategic Assessment ProgramsChapter 15: THE ROLE OF ASSESSMENT IN SUCCESSION MANAGEMENT; Chapter 16: ASSESSING THE POTENTIAL OF INDIVIDUALS; Chapter 17: ASSESSMENT FOR ORGANIZATIONAL CHANGE; Chapter 18: GLOBAL APPLICATIONS OF ASSESSMENT; Part Four: Advances, Trends, and Issues; Chapter 19: ADVANCES IN TECHNOLOGY-FACILITATED ASSESSMENT; Chapter 20: THE LEGAL ENVIRONMENT FOR ASSESSMENT; Chapter 21: VALIDATION STRATEGIES; Chapter 22: ADDRESSING THE FLAWS IN OUR ASSESSMENT DECISIONS; Chapter 23: STRATEGIC EVALUATION OF THE WORKPLACE ASSESSMENT PROGRAM
Chapter 24: FINAL THOUGHTS ON THE SELECTION AND ASSESSMENT FIELDAppendix: Example Assessments Designed for Workplace Application; Construct Targeted; Position Targeted; Managerial and Leadership Targeted; Job Analysis Support; Name Index; Subject Index

Sommario/riassunto

This definitive reference on workplace assessment for HR professionals features comprehensive overviews and best practices for all types of assessments for the selection, development, and development needs of all organizational employee levels. The book covers an unprecedented range of types of assessments and measurement approaches, including quality, abilities and intelligence, personality, background and experience, knowledge and skill, and competencies. Each chapter discusses the business need or market condition that supports the use of an assessment, the appropriate use of each assessment

2. Record Nr.	UNINA9910963122803321
Titolo	Nikita Khrushchev // edited by William Taubman, Sergei Khrushchev, and Abbott Gleason ; translated by David Gehrenbeck, Eileen Kane, and Alla Bashenko
Pubbl/distr/stampa	New Haven, Conn., : Yale University Press, 2000
ISBN	1-281-72999-X 9786611729998 0-300-12809-6
Edizione	[1st ed.]
Descrizione fisica	1 online resource (400 p.)
Altri autori (Persone)	GleasonAbbott KhrushchevSergei TaubmanWilliam
Disciplina	947.085/2/092 B
Soggetti	Heads of state - Soviet Union Soviet Union Politics and government 1953-1985
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	Front matter -- Contents -- Contributors -- Introduction -- 1. The Ukrainian Years, 1894-1949 -- 2. The Rise to Power -- 3. The Rivalry with Malenkov -- 4. Repression and Rehabilitation -- 5. Khrushchev and the Countryside -- 6. Industrial Management and Economic Reform under Khrushchev -- 7. Cultural Codes of the Thaw -- 8. Popular Responses to Khrushchev -- 9. The Making of Soviet Foreign Policy -- 10. The Military-Industrial Complex, 1953-1964 -- 11. The Case of Divided Germany, 1953-1964 -- 12. Khrushchev and Gorbachev: A Russian View -- 13. Khrushchev and Gorbachev: An American View -- Notes -- Index
Sommario/riassunto	What was known about Soviet premier Nikita Khrushchev during his career was strictly limited by the secretive Soviet government. Little more information was available after he was ousted and became a "non-person" in the USSR in 1964. This pathbreaking book draws for the first time on a wealth of newly released materials-documents from secret former Soviet archives, memoirs of long-silent witnesses, the full

memoirs of the premier himself-to assemble the best-informed analysis of the Khrushchev years ever completed. The contributors to this volume include Russian, Ukrainian, American, and British scholars; a former key foreign policy aide to Khrushchev; the executive secretary of a Russian commission investigating Soviet-era repressions and rehabilitations; and Khrushchev's own son Sergei. The book presents and interprets new information on Khrushchev's struggle for power, public attitudes toward him, his role in agricultural reform and cultural politics, and such foreign policy issues as East-West relations, nuclear strategy, and relations with Germany. It also chronicles Khrushchev's years in Ukraine where he grew up and began his political career, serving as Communist party boss from 1938 to 1949, and his role in mass repressions of the 1930's and in destalinization in the 1950's and 1960's. Two concluding chapters compare the regimes of Khrushchev and Gorbachev as they struggled to reform Communism, to humanize and modernize the Soviet system, and to answer the haunting question that persists today: Is Russia itself reformable?
