

1. Record Nr.	UNINA9910969968403321
Autore	Thornton George C. <1940-, >
Titolo	Developing organizational simulations : a guide for practitioners, students, and researchers // George C. Thornton III, Rose A. Mueller-Hanson, Deborah E. Rupp
Pubbl/distr/stampa	Mahwah, N.J., : L. Erlbaum Associates, 2004 New York : , : Routledge, , 2017
ISBN	1-317-31290-2 1-138-11929-6 1-315-65238-2
Edizione	[Second edition.]
Descrizione fisica	1 online resource (255 pages) : illustrations
Collana	Series in Applied Psychology
Altri autori (Persone)	Mueller-HansonRose A RuppDeborah E. <1975->
Disciplina	658.3/12404 658.312404
Soggetti	Employment tests - Design and construction Organizational behavior - Design and construction
Lingua di pubblicazione	Inglese
Formato	Materiale a stampa
Livello bibliografico	Monografia
Note generali	Revised edition of Developing organizational simulations, 2004.
Nota di bibliografia	Includes bibliographical references (p. 245-250) and index.
Nota di contenuto	Part I. Concepts and principles ; Simulation exercises in context ; Development of simulations : a model and specific steps ; Issues and specific tips for constructing simulation exercises ; Determining what to assess : identifying dimensions, exercise content, and performance standards -- Part II. Specific simulation exercises ; Case study : analysis problem ; Oral presentations exercises ; Leaderless group discussions : non-assigned roles and assigned roles ; One-on-one interaction simulations : role play exercises ; in-basket exercises ; oral fact-finding exercises ; Business games ; Integrated simulation exercises : 'a day-in-the-life' arrangements -- Part III. Implementation ; Training assessors ; Compliance with professional guidelines and standards; Summary.
Sommario/riassunto	This book provides a concise source of information on effective and practical methods for constructing simulation exercises for the assessment of psychological characteristics relevant to effectiveness in work organizations.

