

| | |
|-------------------------|---|
| 1. Record Nr. | UNINA9911006678703321 |
| Autore | Grote Richard C |
| Titolo | Discipline Without Punishment: The Proven Strategy That Turns Problem Employees into Superior Performers |
| Pubbl/distr/stampa | [Place of publication not identified], : AMACOM, 2006 |
| ISBN | 1-62198-358-7 1-281-08003-9 9786611080037 0-8144-2954-8 |
| Edizione | [2nd ed.] |
| Descrizione fisica | 1 online resource (269 pages) |
| Disciplina | 658.3/14 |
| Soggetti | Labor discipline Commerce Business & Economics Marketing & Sales |
| Lingua di pubblicazione | Inglese |
| Formato | Materiale a stampa |
| Livello bibliografico | Monografia |
| Note generali | Bibliographic Level Mode of Issuance: Monograph |
| Nota di contenuto | The birth of discipline without punishment -- Recognizing good performance -- Solving people problems -- Preparing for a performance improvement discussion -- Conducting a performance improvement discussion -- The mechanics of discipline without punishment -- Decision making leave -- Discharge -- Solving attendance and attitude problems -- The administration of the discipline system -- Creating a discipline without punishment system. |
| Sommario/riassunto | More than 30 years ago, Dick Grote developed a powerful, nonpunitive discipline system that turned a troubled Frito-Lay plant from a hotbed of employee sabotage and toxic relations into a productive, respectful environment-one where employees took personal responsibility for their behavior, and managers helped problem employees become productive players.Grote's method spread to other companies, and gained national recognition with the 1995 release of the first edition of Discipline Without Punishment. The book has become a management classic, helping thousands of companies and managers move to a responsibility-based approach for handling unacceptable performance, |

problem behaviors, and excessive absenteeism. But, despite the effectiveness of the DWP method, many supervisors and workplaces continue to cling to their long-established system of verbal warnings, written reprimands, suspensions without pay, and probationary periods—all fear-based approaches that instill lots of resentment, with little or no payback in improved performance. This new edition of the bestselling *Discipline Without Punishment* has been updated to help a new generation of managers and HR professionals adopt a positive, proven method for getting problem employees back on track. Packed with real-life examples, sample dialogues, helpful worksheets, and a no-nonsense sensibility that busy readers will sorely appreciate, the book remains an eye-opening, forward-looking, practical guide to making your disciplinary system equitable and effective. Dick Grote is Chairman and CEO of Grote Consulting Corp., in Dallas, Texas. He is the developer of the GROTEAPPROACH (SM) Web-based performance management system, and the author of *The Complete Guide to Performance Appraisal*, *The Performance Appraisal Question and Answer Book*, and *Forced Ranking: Making Performance Management Work*. His articles and essays have appeared in the *Harvard Business Review*, *The Wall Street Journal*, *Across the Board*, and many other publications.

| | |
|-------------------------|---|
| 2. Record Nr. | UNINA9910959269503321 |
| Autore | Bentham Susan <1958-, > |
| Titolo | Psychology and education // Susan Bentham |
| Pubbl/distr/stampa | Hove, East Sussex ; ; New York : , : Routledge, , 2002 |
| ISBN | 1-134-58747-3 0-203-46571-7 1-134-58748-1 1-280-40374-8 |
| Edizione | [1st ed.] |
| Descrizione fisica | 1 online resource (220 p.) |
| Collana | Routledge modular psychology |
| Disciplina | 370.15 |
| Soggetti | Educational psychology Child psychology |
| 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 | Book Cover; Title; Contents; List of illustrations; Acknowledgements; Perspectives on learning: the cognitive approach; Perspectives on learning: the behaviourist and humanistic approaches; Assessing educational performance; Special educational needs; Cultural and gender diversity; Learning and teaching styles; Motivation; Disruptive behaviour in school; Design and layout of educational environments; Study aids; Glossary; Answers to Progress exercises; Bibliography; Index; |
| Sommario/riassunto | Deals with the theoretical contributions and practical applications of psychology to education. |