

1. Record Nr.	UNINA9911008973703321
Titolo	The human resources program-evaluation handbook // [edited by] Jack E. Edwards, John C. Scott, Nambury S. Raju
Pubbl/distr/stampa	Thousand Oaks, Calif., : Sage Publications, c2003
ISBN	9781412986199 (ebook) : 9781544342900 154434290X 9781544304137 1544304137 9781412986199 1412986192 9781452264004 1452264007
Descrizione fisica	1 online resource (xxiv, 571 p.)
Altri autori (Persone)	EdwardsJack E ScottJohn C <1955-> (John Carlson) RajuNambury S
Disciplina	658.3/007/2
Soggetti	Personnel management - Evaluation Employees - Training of - Evaluation Human capital - Cost effectiveness Manpower planning - Evaluation Organizational effectiveness - Evaluation
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	Contents; Preface; PART I: Framework for Human Resources Program Evaluation; 1 - Overview of Program Evaluation; 2 - Job Analysis-The Basis for Developing Criteria for All Human Resources Programs; 3 - Criteria for Human Resources Program Evaluation; PART II: Staffing; 4 - Recruitment; 5 - Setting Standards; 6 - Evaluating Personnel Selection Systems; 7 - Selecting Managers and Executives; PART III: Evaluating and Rewarding Employees; 8 - Performance Appraisal and Feedback Programs; 9 - The Evaluation of 360-Degree Feedback Programs;

Appendix: 360-Degree Feedback Program Evaluation Checklist  
10 - Compensation AnalysisPART IV: Employee Effectiveness; 11 -  
Conducting Training Evaluation; 12 - Succession Management; 13 - A  
Practical Guide to Evaluating Coaching: Translating State-of the-Art  
Techniques to the Real World; PART V: Team and Organizational  
Effectiveness; 14 - Team Performance; 15 - The Evaluation of Job  
Redesign Processes; 16 - Organization Development; 17 - Evaluating  
Diversity Programs; 18 - Evaluating Organizational Survey Programs; 19  
- A Practical Guide to Evaluating Computer-Enabled Communications;  
20 - Customer Service Programs  
PART VII: Health and Work/Life Balance21 - Health and SafetyTraining  
Programs; 22 - Work/Life Balance Policies and Programs; PART VIII:  
Issues Spanning Human Resources Programs; 23 - Evaluation of Human  
Resource Information Systems; 24 - Global Human Resource Metrics;  
25 - Strategic Planning for Human Resources; Glossary; Index; About  
the Editors; About the Contributors

---

Sommario/riassunto

Integrating perspectives from a variety of human resources and  
organizational behaviour programs, a wide array of contributing  
professors, consultants and governmental personnel successfully link  
scientific information to practical application.

---