

1. Record Nr.	UNISA990006127450203316
Autore	DEL CASTELLO, Emanuele
Titolo	La diagnosi psicologica guidata dal MMPI-2 : descrizione della personalità e valutazione della psicopatologia / Emanuele Del Castello
Pubbl/distr/stampa	Milano : Angeli, 2015
ISBN	978-88-917-1039-0
Descrizione fisica	301 p. ; 24 cm
Collana	Psicologia , Textbook ; 53
Disciplina	616.8581
Soggetti	Personalità - Disturbi - Impiego [dei] Test mentali
Collocazione	Il.3. 4123
Lingua di pubblicazione	Italiano
Formato	Materiale a stampa
Livello bibliografico	Monografia

2. Record Nr.	UNINA9910438252803321
Autore	Wülferth Hagen
Titolo	Managerial Discretion and Performance in China : Towards Resolving the Discretion Puzzle for Chinese Companies and Multinationals // by Hagen Wülferth
Pubbl/distr/stampa	Berlin, Heidelberg : , : Springer Berlin Heidelberg : , : Imprint : Physica, , 2013
ISBN	3-642-35837-3
Edizione	[1st ed. 2013.]
Descrizione fisica	1 online resource (556 p.)
Collana	Contributions to Management Science, , 1431-1941
Disciplina	331.2 331.21
Soggetti	Leadership Globalization Markets Organization Planning Personnel management Business Strategy/Leadership Emerging Markets/Globalization Human Resource Management
Lingua di pubblicazione	Inglese
Formato	Materiale a stampa
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Note generali	Description based upon print version of record.
Nota di bibliografia	Includes bibliographical references.
Nota di contenuto	Introduction -- Literature Review and Hypotheses -- Unit of Analysis -- Model Specification -- Validity and Reliability of Empirical Discretion Model -- Empirical Results of Model -- Conclusion.
Sommario/riassunto	The theoretical and empirical literature to date has fallen short of reaching a consensus as to whether granting more managerial discretion to managers tends to enhance, not alter or diminish organisational performance (the discretion puzzle). This book aims to build a bridge between these contradictory results by synthesising principal-agent theory, stewardship theory, and managerial discretion theory into a new empirically-validated model. Using a representative sample of 'double-blind' interviews with managers of 467 firms in

China and applying partial least squares path modelling (PLS), the study identifies a potential cause of the discretion puzzle: the failure of the extant literature to account for granularity in the way that managers use their discretion. This generates far-reaching implications for theoretical and empirical research as well as practical recommendations for managing managers in multinationals and Chinese companies.

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