

1. Record Nr.	UNISA996216101703316
Autore	Ruderman Marian N
Titolo	Managerial promotion [[electronic resource] ] : the dynamics for men and women // Marian N. Ruderman, Patricia J. Ohlott, Kathy E. Kram
Pubbl/distr/stampa	Greensboro, N.C., : Center for Creative Leadership, c1996
ISBN	1-60491-803-9 1-281-00151-1 9786611001513 1-60491-104-2 1-932973-57-5
Edizione	[1st edition]
Descrizione fisica	vii, 28 p. : ill
Collana	CCL ; ; No. 170
Altri autori (Persone)	OhlottPatricia J KramKathy E. <1950->
Disciplina	658.3/126
Soggetti	Women employees - Promotions - United States - Decision making Diversity in the workplace - United States
Lingua di pubblicazione	Inglese
Formato	Materiale a stampa
Livello bibliografico	Monografia
Note generali	Title from title screen.
Nota di bibliografia	Includes bibliographical references (p. 23-26).
Nota di contenuto	Cover -- Title Page -- Copyright -- Table of Contents -- Preface -- Introduction -- Method -- The Company -- Sample and Methodology -- Findings and Analysis -- Discussion -- Decision-making Processes -- The Formal Push Toward Diversity -- Consequences for Individual Development -- Implications: Enhancing the Promotion Decision Process -- Assessment of Current Practices -- Modifications in Human Resources Systems and Practices -- Provision of Personal Opportunities for Learning -- Conclusion -- References -- Appendix.
Sommario/riassunto	There are subtle but potent differences in the ways decisions are made to promote men and women. This publication looks at these differences through a study conducted at one Fortune 500 company. It discusses the several ways that the promotion decision process can undermine women's advancement and outlines strategies for making balanced decisions.