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| 1. Record Nr.           | UNISA996390288503316                                                                                                                                                                                                                                                                                                                                                                                                                                                         |
| Autore                  | Pasor George <1570-1637.>                                                                                                                                                                                                                                                                                                                                                                                                                                                    |
| Titolo                  | Lexicon Græco-Latinum [[electronic resource] ] : In novum domini nostri Iesu Christi testamentum, vbi omnium vocabulorum Græcorum themata indicantur, & vtraque tam themata quam deriuata grammaticæ resolvuntur. Cum indice copiosissimo; in quo omnes N.T. voces Græcæ ordine alphabetico percensentur, singularumq; loci indicantur. In gratiam sacr. litt. & linguæ Græcæ studiosorum: authore Georgio Pasore Londini, : Apud Iohannem Billium, typographum Regium, 1621 |
| Pubbl/distr/stampa      |                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |
| Descrizione fisica      | [16], 370, [2], 27, [43] p                                                                                                                                                                                                                                                                                                                                                                                                                                                   |
| Lingua di pubblicazione | Latino                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |
| Formato                 | Materiale a stampa                                                                                                                                                                                                                                                                                                                                                                                                                                                           |
| Livello bibliografico   | Monografia                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |
| Note generali           | "Authoris notæ in lexicon N. Testam." has a divisional title page and separate pagination; "Index sacri lexici" has a divisional title page; register is continuous.<br>Reproduction of the original in the Folger Shakespeare Library.                                                                                                                                                                                                                                      |
| Sommario/riassunto      | eebo-0055                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |

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| 2. Record Nr.           | UNINA9910817513003321                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |
| Autore                  | Coron Clotilde                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |
| Titolo                  | Quantifying human resources : uses and analyses / / Clotilde Coron                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |
| Pubbl/distr/stampa      | London ; ; Hoboken, New Jersey : , : ISTE : , : Wiley, , [2020]<br>©2020                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |
| ISBN                    | 1-119-72174-1<br>1-119-72175-X<br>1-119-72176-8                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |
| Descrizione fisica      | 1 online resource (243 pages)                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |
| Collana                 | Innovation, entrepreneurship, management series. Technological innovations and human resources set ; ; Volume 2                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |
| Disciplina              | 658.3                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |
| Soggetti                | Personnel management                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |
| Lingua di pubblicazione | Inglese                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |
| Formato                 | Materiale a stampa                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |
| Livello bibliografico   | Monografia                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |
| Nota di contenuto       | Cover -- Half-Title Page -- Dedication -- Title Page -- Copyright Page -- Contents -- Acknowledgments -- Introduction -- I.1. The omnipresence of quantification in Western societies -- I.2. The specific challenges of human resources quantification: quantifying the human being -- I.3. HR quantification: effective solution or myth? Two lines of research -- I.4. The positioning of this work -- I.5. Structure of the book -- 1. From the Statisticalization of Labor to Human Resources Algorithms: The Different Uses of Quantification -- 1.1. Quantifying reality: quantifying individuals or positions<br>1.1.1. The statisticalization of individuals and work -- 1.1.2. Informing and justifying decisions concerning individuals -- 1.2. From reporting to HR data analysis -- 1.2.1. HR reports and dashboards: definitions and examples -- 1.2.2. HR analytics and statistical studies -- 1.3. Big Data and the use of HR algorithms -- 1.3.1. Big Data in HR: definitions and examples -- 1.3.2. The breaks introduced by Big Data in HR -- 2. Quantification and Decision-making -- 2.1. In search of objectivity -- 2.1.1. The myth of objective quantification -- 2.1.2. Limited objectivity<br>2.1.3. Objectivity, a central issue in HR -- 2.2. In search of personalization -- 2.2.1. Are we reaching the end of the positioning of statistics as a science of large numbers? -- 2.2.2. Personalization: a challenge for the HR function -- 2.3. In search of predictability -- |

2.3.1. Are we heading toward a rise in predictability at the expense of understanding? -- 2.3.2. The predictive approach: an issue for the HR function -- 3. How are Quantified HR Management Tools Appropriated by Different Agents? -- 3.1. The different avatars of the link between managerial rationalization and quantification  
3.1.1. Bureaucracy -- 3.1.2. New Public Management -- 3.1.3. Algorithmic management -- 3.2. Distrust of data collection and processing -- 3.2.1. Providing data, not such a harmless approach for employees -- 3.2.2. Can numbers be made to reflect whatever we like? -- 3.3. Distrust of a disembodied decision -- 3.3.1. Decisions made solely on the basis of figures -- 3.3.2. Decisions made solely by algorithms -- 4. What Effects are the Effects of Quantification on the Human Resources Function? -- 4.1. Quantification for HR policy evaluation? -- 4.1.1. Measuring the implementation of HR policies  
4.1.2. Measuring the effects of HR policies -- 4.2. Quantifying in order to legitimize the HR function? -- 4.2.1. Measuring the performance of the HR function -- 4.2.2. Measuring the link between HR function performance and organizational performance -- 4.3. The quantification and risk of HR business automation -- 4.3.1. HR professions with a high risk of automation -- 4.3.2. Support for the employees concerned -- 5. The Ethical Issues of Quantification -- 5.1. Protection of personal data -- 5.1.1. Risks relating to personal data

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## Sommario/riassunto

Since the late 20th Century, Human Resources (HR) has had a legal obligation to produce reports for management in most firms. However, these have long been considered restrictive and are seldom used to improve decision-making. More recently, the emergence of analytics, Big Data and algorithms has enabled a reconfiguration of the uses of quantification in HR. Accompanied by empirical examples, this book presents and defines the different tools and uses of quantification in HR. It studies the effect of these tools on decision-making and ' without subscribing to the myth of objective and rational quantification ' presents the contributions and limits of the use of data in HR, and analyzes the potential risks of excessive quantification. It also discusses the appropriation of these tools by the various players in a company and examines their effects on the position of HR.

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