

APPLIED PSYCHOLOGY IN TALENT MANAGEMENT

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Wayne F Cascio,Herman Aguinis



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Investing in People Wayne Cascio, John Boudreau, 2010-12-08 More than ever before HR practitioners must empirically demonstrate a clear link between their practices and firm performance In Investing in People Financial Impact of Human Resource Initiatives Wayne F Cascio and John W Boudreau show exactly how to choose implement and use metrics to improve decision making optimize organizational effectiveness and maximize the value of HR investments They provide powerful techniques for looking inside the HR black box implementing human capital metrics that track the effectiveness of talent policies and practices demonstrating the logical connections to financial and line of business and using HR metrics to drive more effective decision making Using their powerful LAMP methodology Logic Analytics Measures and Process the authors demonstrate how to measure and analyze the value of every area of HR that impacts strategic value Among the areas covered in depth are Hiring Training Leadership Development Health and Wellness Absenteeism Retention Employee Engagement Readers will master crucial foundational principles such as risk return and economies of scale and use them to evaluate investments objectively in everything from work life programs to training Also included are powerful ways to integrate HR with enterprise strategy and budgeting and for gaining commitment from business leaders outside HR

Canadian Human Resource Management Hermann Franz Schwind, 1999 **Journal of Management** Southern Management Association, 2003 Readings in Personnel and Human Resource Management Randall S. Schuler, Stuart A. Youngblood, Vandra Lee Huber, 1988 Organisational Psychology in Australia and New Zealand Michael P. O'Driscoll, Paul J. Taylor, Thomas Kalliath, 2003 Organisational psychology also known as industrial and organisational I O psychology is a dynamic and pervasive field within the general discipline of psychology Organisational psychology focuses on people attitudes values and behaviours in the domain of work especially within organisational settings such as private businesses government organisations the military and so on The field covers a very wide range of issues ranging from the selection of individual people for specific jobs through to the management of large scale organisational change and development Organisational psychologists therefore contribute to a broad array of processes and functions within organisations While

many textbooks relating to organisational psychology are available almost all of these have been developed in either the United States or the United Kingdom and hence refer to conditions applying predominantly in those countries Consequently although much of the theory and research described in these texts is of a general nature there is some lack of direct practical relevance to Australian and New Zealand conditions Furthermore the considerable amount of research conducted within these two countries is frequently overlooked in other international texts The purpose of this textbook is therefore to provide a coverage of essential topics in the field of organisational psychology as far as possible to introduce research illustrations from Australia and New Zealand as well as international research in each topic area and incorporate Australian and New Zealand examples and case studies to illustrate the local relevance of theory and research Each chapter contains a practice illustration and a case study relating to either Australia or New Zealand Questions for discussion at the end of each chapter will focus on issues that are directly relevant to students in these two countries

Psychology Applied to Work Paul M. Muchinsky, 1997 Dramatic challenges and changes in the world of work prompted a sweeping revision of this Fifth Edition of Psychology Applied to Work An Introduction to Industrial and Organizational Psychology Muchinsky now discusses the social cultural and structural changes affecting business and the workplace as well as their impact on employers and employees Muchinsky consistently relates practical real life situations to the best practices offered by industrial and organizational psychology The author takes you into the workplace using field notes based on his own consulting experience Case studies present you with complex workplace problems

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