

30 Min Fr Qualifizierte Einstellungsinterviews 261

Ursula Pasero

Leadership and Organizational Change Sandra G. L. Schruijer, Leopold Vansina, 1999 The eighties and nineties have witnessed a renewed interest in the phenomenon of leadership. This special issue provides an overview of research on the concepts of transformational leadership, while focusing on conceptual, methodological and measurement problems. The effectiveness of various leadership styles is assessed, placing the concept against the background of changing organizations and changing environments.

*Achievement Motivation Inventory* Heinz Schuler, 2004 Area of Application: Personnel Selection, Potential Analysis, Professional Counseling, Personnel Development, Profiling, Psychology of Sports, Personality Research. General Aspects: The Achievement Motivation Inventory (AMI) is a personality inventory designed to measure a broad construct of work related achievement motivation. It is founded on the theoretical work related to the German «Leistungsmotivationsinventar (LMI)» (Schuler & Prochaska, 2001) and enables users to test candidates for 17 different facets of achievement motivation. The theoretical conception of this test is based upon all common conceptualizations of the construct but for the first time integrates relevant social motives into a test measuring the construct of achievement motivation as well. Thus, in addition to traditional scales, e.g. Confidence in Success or Persistence, scales like Dominance or Status Orientation are integrated in the AMI. The AMI consists of 170 items to be responded by examinees on a 7-point-Likert format. Reliability: Reliability (Cronbach's alpha) for the total score is  $\alpha = .96$  and ranges from  $\alpha = .66$  to  $\alpha = .83$  for single scales. Retest reliability is  $r_{tt} = .94$  for the total score and ranges from  $r_{tt} = .71$  to  $r_{tt} = .89$  for single scales.

**Critical Management Studies** Christopher Grey, Hugh Willmott, 2005 'Critical Management Studies', or 'CMS', describes a diverse group of work that has adopted a critical or questioning approach to the traditional concerns of Management Studies, and the growing interest in CMS has produced a vibrant and exciting body of research. Christopher Grey and Hugh Willmott, leading authorities in this area, introduce seventeen readings which reflect these developments, and show CMS' importance. As an assessment of CMS, the Reader will be of interest to academics, researchers, and students of Management Studies. As an introduction to CMS, it will prove invaluable to stu.

**Expressive Order** David R. Heise, 2007-04-03 This book introduces affect control theory to lay readers of sociology, and additionally guides sociology specialists into the theory's deep structure. It is the most comprehensive available introduction to affect control theory, an important and expanding framework in sociology. The book describes in plain language how sociology's best developed cybernetic model can be used to interpret actions and emotions that arise in everyday life.

**Gender – from Costs to Benefits** Ursula Pasero, 2013-03-08 Was kostet es, wenn Frauen genauso viel verdienen wie Männer? Sind geschlechtstypische Aufgabenverteilungen rentabel? Wie teuer ist es, auf das Führungspotenzial von Frauen zu verzichten? Rechnet sich Gender Mainstreaming und Gleichstellungs-Controlling? Profitieren Frauen von der Globalisierung? Was kostet Männer ihre Rolle im Geschlechterverhältnis? Diesen Schlüsselfragen der Gender-Forschung wird in einer gelungenen Mischung aus teils theoretisch, teils empirisch angelegten Beiträgen nachgegangen. Dabei zeichnen sich neue Zugänge, innovative Ansätze und gelungene Lösungskonzepte für die ökonomische Theorie und Praxis ab. Der Sammelband verschafft einen hervorragenden Überblick über den aktuellen Diskussionsstand der internationalen Gender-Forschung in den Wirtschafts- und Sozialwissenschaften.

*Strategic Human Resource Development* Matthias T. Meifert, 2014-01-20 In an era that has brought new and unexpected challenges for virtually every company, one would be hard-pressed to find any responsible manager who is not thinking about what the future will bring. In the wake of these challenges, strategic planning has moved from being the reserve of large corporations to becoming an essential need for even small and medium-sized enterprises. But what good is even the most convincing strategic concept if the company's people are unwilling or unable to put it into practice? The key is to develop people, and to develop them not only for the work of today, but also for the challenges that the future holds. Strategic HR development has become a decisive force for the success of any business. This book, edited by Matthias T. Meifert, shows us which basic considerations we need to remember and what strategic HR development means in practice. Its interesting and vivid approach takes the reader on a tour of the eight stages of HR development, introduces the critical factors, and highlights many practical recommendations for strategic HR development practice in business.

Inequality, Cooperation, and Environmental Sustainability Jean-Marie Baland, Pranab Bardhan, Samuel Bowles, 2018-06-05 Would improving the economic, social, and political condition of the world's disadvantaged people slow--or accelerate--environmental degradation? In *Inequality, Cooperation, and Environmental Sustainability*, leading social scientists provide answers to this difficult question, using new research on the impact of inequality on environmental sustainability. The contributors' findings suggest that inequality may exacerbate environmental problems by making it more difficult for individuals, groups, and nations to cooperate in the design and enforcement of measures to protect natural assets ranging from local commons to the global climate. But a more equal division of a given amount of income could speed the process of environmental degradation--for example, if the poor value the preservation of the environment less than the rich do, or if the consumption patterns of the poor entail proportionally greater environmental degradation than that of the rich. The contributors also find that the effect of inequality on cooperation and environmental sustainability depends critically on the economic and political institutions governing how people interact, and the technical nature of the environmental asset in question. The contributors focus on the local commons because many of the world's poorest depend on them for their livelihoods, and recent research has made great strides in showing how private incentives, group governance, and government policies might combine to protect these resources.

*The Employment Interview Handbook* Robert W. Eder, Michael M. Harris, 1999-05-06 This completely rewritten edition of the bestselling *The Employment Interview Handbook* provides a comprehensive review of various streams of research into employment interviewing, including: the validity and fairness of interview outcomes; assessment of person-organization 'fit'; factors affecting the interviewer's decision-making process; and applicant perspectives on the process of interviewing, including impression management. The book concludes with a summary of the volume's implications for theory building, research methods and effective practice.

**The Routledge International Handbook of the Sociology of Education** Michael W. Apple, Stephen J. Ball, Luis Armando Gandin, 2009-12-16 This collection brings together many of the world's leading sociologists of education to explore and address key issues and concerns within the discipline. The thirty-seven newly commissioned chapters draw upon theory and research to provide new accounts of contemporary educational processes, global trends, and changing and enduring forms of social conflict and social inequality. The research, conducted by leading international scholars in the field, indicates that two complexly interrelated agendas are discernible in the heat and noise of educational change over the past twenty-five years. The first rests on a clear articulation by the state of its requirements of education. The second promotes at least the appearance of greater autonomy on the part of educational institutions in the delivery of those requirements. The Routledge International Handbook of the Sociology of Education examines the ways in which the sociology of education has responded to these two political agendas, addressing a range of issues which cover three key areas: perspectives and theories social processes and practices inequalities and resistances. The book strongly communicates the vibrancy and diversity of the sociology of education and the nature of 'sociological work' in this field. It will be a primary resource for teachers, as well as a title of major interest to practising sociologists of education.

**Organizational Intelligence** Harold L. Wilensky, 2015-02-14 The prize-winning book *Organizational Intelligence* focuses on the structural and ideological roots of intelligence (informational and analytical) failures in government, industry, and other institutions. It provides groundbreaking theory and structure to the analysis of decision-making processes and their breakdowns, as well as the interactions among experts and the organizations they inform. In this book, both organization and intelligence are taken to their larger meanings, not just focused on the military meaning of intelligence or on one set of institutions in society. Astute illustrations of intelligence failures abound from real-world cases, such as foreign policy (the Bay of Pigs, Soviet predictions in the Cuban missile crisis), military (civilian bombing of Germany, Pearl Harbor), financial (AmEx's investment in a vegetable oil guru), economics (the Council of Economic Advisers) and industrial production (Ford's Edsel), as well as many other telling arenas and disciplines. Economic, cultural, legal, and political contexts are considered, as well as the more known institutions of government and commerce. The new Classics of the Social Sciences edition from Quid Pro Books features a 2015 Foreword from Neil J. Smelser, University Professor Emeritus at Berkeley and former chair of its sociology department. He writes that the book remains one of the classics in organizational studies, and—in ways I will indicate—it is still directly relevant to current and future problems of organizational life. ... What makes this book a classic? It is a disciplined, intelligent, and elegant model of applied social science. ... The text itself, richly documented empirically, yields an informed and balanced account of the decision-making process as this is shaped by the quality of information available (and unavailable) to and used (and not used) by organizational leaders. Reviews of the book at the time it was written similarly attest to the originality and breadth of its interdisciplinary analysis. Amitai Etzioni wrote in the *American Sociological Review*: This book opens a whole new field – the macrosociology of knowledge. It is as different from the traditional sociology of knowledge as the study of interaction is from that of the structure of total societies. He adds, The power of Wilensky's contribution is further magnified by his historical perspective. He studies structures and processes, but not in a vacuum. Gordon Craig wrote in *The Reporter* that the book's examples from organizations show a similar tendency to believe what they want to believe, to become the victims of their own slogans and propaganda, and to resist or to silence warning voices that challenge their assumptions.... In his fascinating analysis of intelligence failures and their causes ... in the public and private sectors, Wilensky finds that the most disastrous miscalculations are those which have occurred in the field of governmental operations, especially foreign policy and national security. The book explains how such highly institutionalized actors are vulnerable to informational pathologies. The new digital edition features active Contents, a fully linked Index, linked notes, and proper ebook formatting. It is a modern, quality, and authorized re-presentation of a classic work in social science and organizational studies.

Manual of the Maudsley Personality Inventory Hans Jurgen Eysenck, 1959

*Handschrift Und Charakter* Ludwig Klages, 2011-07-01 Many of the earliest books, particularly those dating back to the 1900s and before, are now extremely scarce and increasingly expensive. We are republishing these classic works in affordable, high quality, modern editions, using the original text and artwork.

**Personnel Selection and Assessment** Heinz Schuler, James L. Farr, Mike Smith, 2013-03-07 The impetus for this volume came from the editors' belief that most current research and thinking about personnel selection and assessment in organizations considered only the perspective of the employer. The job applicant seeking to join the organization or the employee being considered for promotion or reassignment was typically given little attention from the designers of employment or assessment systems. They believed that this imbalance had several negative implications: 1. Organizational selection and assessment appeared to be the principal area within work and organizational psychology that had forgotten a basic tenet of the profession of psychology, namely, that the welfare of the individual is paramount. 2. A lack of concern for the individuals who were being assessed could result in additional criticisms of psychological assessment in employment settings. 3. The acceptability of selection and assessment devices and systems may impact in (largely) unknown ways on the decisions of individuals to apply for jobs or transfers, thus affecting the selection ratio and potential utility of such systems. 4. Individual reactions to the characteristics of assessment and selection devices could affect the accuracy of the information obtained about those individuals, adversely affecting the reliability and validity of resulting personnel decisions. Informally discussing these concerns with their professional colleagues, the editors found that others were similarly troubled. Their next response was to organize a three day conference bringing together a number of researchers in applied psychology to present papers and participate in discussions related to balancing individual and organizational needs in selection and assessment. Revisions of the papers presented at this conference form the core of this volume.

Children's Rights and Commercial Communication in the Digital Era Valerie Verdoodt, 2020 This book presents an original and timely fundamental rethinking of the regulatory framework of commercial communication from a children's rights perspective. Offering a carefully considered, well-documented overview and in-depth evaluation of several legislative frameworks, policy documents, self- and co-regulatory initiatives and literature from a variety of disciplines, it works towards the development of children's rights-inspired recommendations for an empowering regulatory framework for online commercial communication aimed at children.

**Fairness in Selecting Employees** Richard D. Arvey, Robert H. Faley, 1988

Handbook of Technical and Vocational Education and Training Research Felix Rauner, Rupert Maclean, 2008-12-16 Technical and vocational education and training (TVET) research has become a recognized and well-defined area of interdisciplinary research. This is the first handbook of its kind that specifically concentrates on research and research methods in TVET. The book's sections focus on particular aspects of the field, starting with a presentation of the genesis of TVET research. They further feature research in relation to policy, planning and practice. Various areas of TVET research are covered, including on the vocational disciplines and on TVET systems. Case studies illustrate different approaches to TVET research, and the final section of the book presents research methods, including interview and observation methods, as well as of experimentation and development. This handbook provides a comprehensive coverage of TVET research in an international context, and, with special focus on research and research methods, it is a cutting-edge resource and reference.

**Mixed Methodology in Psychological Research**, 2007-01-01 Mixed Methodology is a new star in the social science sky. More and more researchers are discontent with mono-method concepts for their research projects. They are trying new ways in combining or integrating different methods and methodological approaches. There are two debates in this field: the qualitative \* quantitative controversy and the one-method \* multi-method discourse. This book discusses those controversies and tries to give some reasons and examples for overcoming mono-method research in psychology.

**Intergroup Relations** Sabine Otten, Kai Sassenberg, Thomas Kessler, 2009-06-09 This book analyses recent developments in intergroup research. It diverges from classical approaches that looked at diverse needs and motives, focussing not on what motivates intergroup behaviour, but on how intergroup behavior functions.

**Positive Organizational Scholarship** Kim Cameron, Jane Dutton, 2003-08-09 Scholarship establishes a new field of study in the organizational sciences. Just as positive psychology focuses on exploring optimal individual psychological states rather than pathological ones, Positive Organizational Scholarship focuses attention on optimal organizational states --- the dynamics in organizations that lead to the development of human strength, foster resiliency in employees, make healing, restoration, and reconciliation possible, and cultivate extraordinary individual and organizational performance. While the concept of positive organizational scholarship encompasses the examination of typical and even dysfunctional patterns of behavior, it emphasizes positive deviance from expected patterns. Positive Organizational Scholarship

examines the enablers, motivations, and effects associated with remarkably positive phenomena --- how they are facilitated, why they work, how they can be identified, and how researchers and managers can capitalize on them. The contributors do not adopt one particular theory or framework but draw from the full spectrum of organizational theories to understand, explain, and predict the occurrence, causes, and consequences of positivity. Positive Organizational Scholarship rigorously seeks to understand what represents the best of the human condition based on scholarly research and theory. This book invites organizational scholars to build upon and extend the positive organizational phenomena being examined. It provides the definitional, theoretical, and empirical foundations for what will become a cumulative body of enduring work.

**Scientific Research in Education** National Research Council, Division of Behavioral and Social Sciences and Education, Center for Education, Committee on Scientific Principles for Education Research, 2002-03-28 Researchers, historians, and philosophers of science have debated the nature of scientific research in education for more than 100 years. Recent enthusiasm for evidence-based policy and practice in education—now codified in the federal law that authorizes the bulk of elementary and secondary education programs—have brought a new sense of urgency to understanding the ways in which the basic tenets of science manifest in the study of teaching, learning, and schooling. Scientific Research in Education describes the similarities and differences between scientific inquiry in education and scientific inquiry in other fields and disciplines and provides a number of examples to illustrate these ideas. Its main argument is that all scientific endeavors share a common set of principles, and that each field—including education research—develops a specialization that accounts for the particulars of what is being studied. The book also provides suggestions for how the federal government can best support high-quality scientific research in education.

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