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The Executive Dilemma Eliza G. C. Collins,1985-09-10 This collection of articles from the Harvard Business Review examines the new problems of today s complex workplace the changing roles of women and minorities the upswing of mid life crises workaholism forced retirement and romance on the job and suggests responsible humane ways for managers to help their employees work them out

Managing Corporate Lifecycles Ichak Adizes,2004

The Executive Dilemma - Handling People Problems at Work EGC Collins (Ed),1985

Supervising Student Employees in Academic Libraries David A. Baldwin,1991-09-15 Library administrators have taken the student work force for granted for a long time and are only now beginning to realize that this important group accounts for a significant portion of the operating budget Baldwin describes the role of student employees and the supervisor including hiring orientation and performance appraisal He discusses some common problems as well as corrective discipline and termination procedures A separate chapter is devoted to federal student aid programs because of their role in student employment The specific orientation of this well organized handbook makes it essential for any supervisor of student employees

Effective Management of Student Employment David A. Baldwin,Frances C. Wilkinson,Daniel C. Barkley,2000-01-15 Building on proven methods of effective supervision this book offers academic librarians a practical guide for the day to day challenges that arise in supervising student employees The authors describe the roles of employees and supervisors and review general management principles They then explain how to organize for student employment Hiring compensation orientation and training and supervision strategies are covered in addition to common problem areas performance appraisal employee employer rights corrective discipline and termination procedures A revision of Baldwin s *Supervising Student Employees in Academic Libraries* Libraries Unlimited 1991 this new work has been thoroughly updated It contains a complete list of job descriptions and detailed information on funding Answers to frequently asked questions and a glossary of financial aid terms conclude the book

Managing Discrimination Problems and Employee Needs Joseph D. Levesque,1989

Personnel Literature United States. Office of Personnel Management. Library,1986

The University of Michigan Library Newsletter ,1986

The Human Resource Problem-solver's Handbook Joseph D. Levesque,1992

Harvard Business School Core Collection Baker Library,1999

Work Related Abstracts ,1986

Communication Competence, Career Success and Loneliness Kimberly Christoph Reinking,1990

The Library Quarterly ,1986 Includes section Reviews

Abuse in the Workplace Emily S. Bassman,1992-10-26 This book identifies a major threat to the productivity profitability and competitiveness of American business This threat is the deteriorating relationship between managers and employees in the face of repeated downsizing cost cutting and demands to accomplish more with fewer resources Stress brings out dysfunctional abusive behavior in managers and a form of generic harassment results Emily S Bassman creates a vision of the antithesis of an abusive environment one that is empowering where fair treatment is lived out in daily practices where employees choose to exert

discretionary effort creating a peak performance culture In creating this vision the author applies principles from Total Quality Management to human relationships in the workplace especially to those between managers and subordinates The unique contribution is putting W E Deming s quality principles into behavioral terms based on psychology and learning theory The author effectively documents that a transformation of how employees are treated is necessary and not primarily to increase employee satisfaction Rather the primary reason to use these principles is to create the conditions whereby every employee can reach their full potential thereby maximizing their contribution to the business and achieving transformational rather than incremental improvements in productivity Bassman begins by mapping out the problem defining and describing the various forms of abuse that surface in organizations and clarifying how employee victims of abuse behave very similarly to victims of other forms of abuse The unique elements of employee abuse are explained in terms of the nature of power in organizations Why we persist in self defeating punishing interactions is explained with reference to principles of learning and strategies are outlined for breaking the cycle of punishment and methods of negative behavior control The author then moves from a consideration of individual abusive relationships to institutional abuse How employees are treated is positioned as an ethical issue and related to aspects of corporate culture policies and management practices This leads into a discussion of the impact of employee abuse on organizations Bassman documents the costs incurred by organizations that tolerate abuse and describes some of the corporate programs that can be used to assess the extent to which employee abuse exists in the organization The last section of the book deals with solutions offering guidance for senior management teams that choose to involve themselves in an assessment and cultural change effort This book is designed to educate management and senior leadership about the issues and provide a roadmap for change both for leaders and managers and for those change agents consultants human resource managers who may work with them **Sci-tech News** ,1986 **HRM Pacemaker** ,1984

S.A.M. Advanced Management Journal ,1985 **The Psychoanalytic Study of Organizations** Burkard Sievers,Arndt Ahlers-Niemann,2007 *Building Influence for the School Librarian* Gary N. Hartzell,1994 School librarians perform crucial tasks in schools and their work is growing more important The librarian s knowledge of resources and understanding of information access channels provide critical elements in the success of education The librarian should be a participant in virtually every instructional planning session This book was written to suggest some ways of building the kinds of influence capability that will allow the librarian to have the impact on school operation that they should have **Personnel Literature Index** ,1986

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