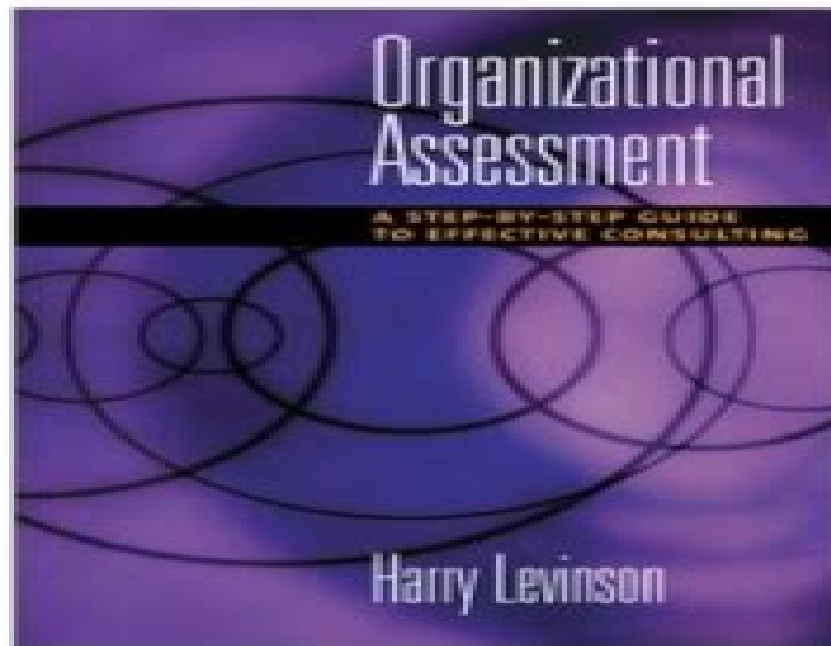


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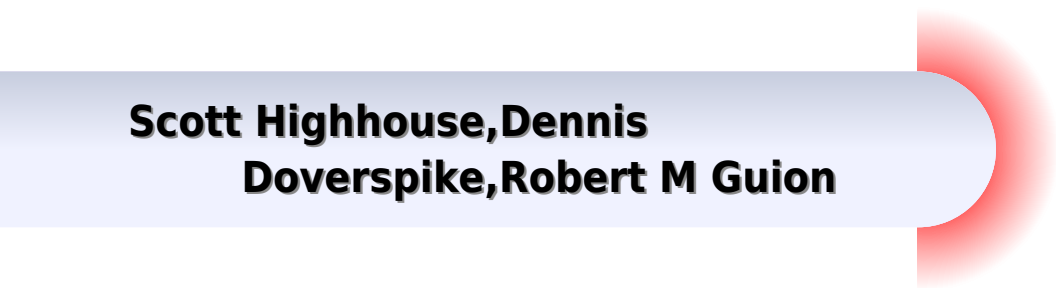


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learn to make informed personnel decisions based on the results of tests and assessments The book emphasizes that employee performance predictions require well formed hypotheses about personal characteristics that may be related to valued behavior at work It also stresses the need for developing a theory of the attribute one hypothesizes as a predictor a thought process too often missing from work on selection procedures Topics such as team member selection situational judgment tests nontraditional tests individual assessment and testing for diversity are explored The book covers both basic and advanced concepts in personnel selection in a straightforward readable style intended to be used in both undergraduate and graduate courses in Personnel Selection and Assessment *The Practice of Organizational Diagnosis* Clayton Alderfer, 2011 The Practice of Organizational Diagnosis Theory Methods presents a new paradigm for examining the intergroup dynamics of organizations by combining the procedures of organizational diagnosis with the theory of embedded intergroup relations In this volume Alderfer explains the relevance of the paradigm concept for the present work shows the importance of intergroup relations in the formative organization studies reviews extant modes of organizational diagnosis and demonstrates the limitations of interpersonal and intra group theories He then presents the five laws of embedded intergroup relations as a response to the problems associated with the earlier work After comparing and contrasting alternative group level theories and explaining the several meanings of empirical support the author describes the empirical basis of the five laws Based on examining alternative codes of professional conduct and applying the five laws he provides his prescriptions for the ethical basis of sound diagnostic practice With the theory and ethical position in place he then explains procedures for conducting each phase of organizational diagnosis entry data collection data analysis and feedback He follows that by reporting the empirical bases for the methods used in the four phases The volume concludes by describing the courses and educational processes essential for educating people to conduct organizational diagnoses A recurring theme from beginning to end is that the lawfulness of human behavior in relation to organizations is as applicable to diagnosticians whether working alone or in teams as it is to their clients By addressing theory method data and values the volume presents a complete paradigm for organizational diagnosis *Destructive Leaders and Dysfunctional Organizations* Alan Goldman, 2009-12-10 Alan Goldman provides a behind closed doors account of troubled leaders and the effect they have on their organizations Featuring clinical case studies the text explores the damaging effects of destructive leadership on organizations and provides the tools necessary for early recognition assessment and treatment *Specialty Competencies in Couple and Family Psychology* Mark Stanton, Robert K. Welsh, 2011-06-09 Specialty Competencies in Couple and Family Psychology provides a comprehensive explanation of the competencies involved in the specialty and illustrates how complexity reciprocity interdependence adaptation and self organization are important aspects of the epistemology of a couples and family approach *Choice*, 2002 *Executive Wisdom* Richard R. Kilburg, 2006 Executive wisdom emerges from a complex matrix of factors that affect an individual leader s thoughts behavior and emotions including his or her

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