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Human Resource Management Applications: Cases, Exercises, Incidents, and Skill Builders

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Ronan Carbery, Christine Cross



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and disastrous practice this can be After examining the careers of more than a thousand star analysts at Wall Street investment banks and conducting more than two hundred frank interviews Groysberg comes to a striking conclusion star analysts who change firms suffer an immediate and lasting decline in performance Their earlier excellence appears to have depended heavily on their former firms general and proprietary resources organizational cultures networks and colleagues There are a few exceptions such as stars who move with their teams and stars who switch to better firms Female stars also perform better after changing jobs than their male counterparts do But most stars who switch firms turn out to be meteors quickly losing luster in their new settings Groysberg also explores how some Wall Street research departments are successfully growing retaining and deploying their own stars Finally the book examines how its findings apply to many other occupations from general managers to football players Chasing Stars offers profound insights into the fundamental nature of outstanding performance It also offers practical guidance to individuals on how to manage their careers strategically and to companies on how to identify develop and keep talent

Small and Medium Enterprises: Concepts, Methodologies, Tools, and Applications Management Association, Information Resources, 2013-04-30 This book provides a comprehensive collection of research on current technological developments and organizational perspectives on the scale of small and medium enterprises Provided by publisher

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Im-App in Hr Mgmnt Case, Exer Fottler, McAfee, Nkomo, 2004 *Making Small Practical* Mark Bray, 1991 How should one organise a ministry of education which has only a small group of professional staff Officers must become multi functional but what tasks should be grouped together and how What styles of management are needed for the highly personalised nature of small states in which individuals have multiple out of work relationships as well as formal in work ones What arrangements can be made for career paths in a small organisation And how can small ministries best manage the demands of regional and international linkages These are among questions addressed in this book It is the product of a pan Commonwealth project in which officers from small ministries contributed practical insights Experiences have been distilled and analysed and are presented in a lively and readable format for both administrators and trainers A companion book contains 14 case studies in a country by country format Also available from the Commonwealth Secretariat it is entitled **Ministries of Education in Small States Case Studies of Organisation and Management** **Handbook of Human Resource Management in Emerging Markets** Frank Horwitz, Pawan Budhwar, 2015-02-27 The economic growth of emerging markets has been unparalleled in recent history accounting for 50 per cent of global economic output Despite this reality this much needed Handbook is the first contemporary book on human resource management HRM res

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