

<<心理学与人力资源管理>>

图书基本信息

书名：<<心理学与人力资源管理>>

13位ISBN编号：9787301085240

10位ISBN编号：7301085249

出版时间：2005-5

出版时间：北京大学

作者：[美]韦恩·卡肖[W

页数：588

字数：620000

版权说明：本站所提供下载的PDF图书仅提供预览和简介，请支持正版图书。

更多资源请访问：<http://www.tushu007.com>

## <<心理学与人力资源管理>>

### 内容概要

本书是一本从心理学出发，探究人力资源管理的跨学科教材。

与前5版一样，探讨的主题依然是人事心理学，即把心理学的研究和理论应用到组织的人力资源管理（HRM）之中。

在第6版中，我们加入了一些纯理论性的、统计学的和心理测量学方面的内容。

作为心理学的一个应用领域，人事心理学寻求以有效途径提高组织的效率。

如今，随着工业和组织心理学在多个方向上的迅速发展，人力资源管理已成为工业和组织心理学家们所关注的众多领域中的一个重要领域。

<<心理学与人力资源管理>>

作者简介

作者：(美国)卡肖(Cascio,W.) (美国)阿格尼斯(Aguinis,H.)

## 书籍目录

CHAPTER 1 Organizations, Work, and Applied Psychology At a Glance The Pervasiveness of Organizations Differences in Jobs Differences in Performance A Utopian Ideal Point of View Personnel Psychology in Perspective The Changing Nature of Product and Service Markets Effects of Technology on Organizations and People Changes in the Structure and Design of Organizations The Changing Role of the Manager The Empowered Worker--No Passing Fad Implications for Organizations and Their People Plan of the Book Discussion Questions

CHAPTER 2 The Law and Human Resource Management At a Glance The Legal System Unfair Discrimination: What Is It? Legal Framework for Civil Rights Requirements The U.S. Constitution--Thirteenth and Fourteenth Amendments The Civil Rights Acts of 1866 and 1871 Equal Pay for Equal Work Regardless of Sex Equal Pay Act of 1963 Equal Pay for Jobs of Comparable Worth Equal Employment Opportunity The Civil Rights Act of 1964 Nondiscrimination on the Basis of Race, Color, Religion, Sex, or National Origin Apprenticeship Programs, Retaliation, and Employment Advertising Suspension of Government Contracts and Back-Pay Awards Bona Fide Occupational Qualifications (BFOQs) Seniority Systems Pre-employment Inquiries Testing Preferential Treatment Veterans' Preference Rights National Security Age Discrimination in Employment Act of 1967 The Immigration Reform and Control Act of 1986 The Americans with Disabilities Act (ADA) of 1990 The Civil Rights Act of 1991 The Family and Medical Leave Act (FMLA) of 1993 Executive Orders 11246, 11375, and 11478 The Rehabilitation Act of 1973 Uniformed Services Employment and Reemployment Rights Act (USERRA) of 1994 Enforcement of the Laws--Regulatory Agencies State Fair Employment Practices Commissions Equal Employment Opportunity Commission (EEOC) Office of Federal Contract Compliance Programs (OFCCP) Judicial Interpretation--General Principles Testing Personal History Sex Discrimination Age Discrimination "English Only" Rules--National Origin Discrimination? Seniority Preferential Selection Discussion Questions

CHAPTER 3 People, Decisions, and the Systems Approach 44 At a Glance Utility Theory-- A Way of Thinking Organizations as Systems A Systems View of the Employment Process Job Analysis and Job Evaluation Workforce Planning Recruitment Initial Screening Selection Training and Development Performance Management Organizational Exit Discussion Questions

Chapter 4 Criteria: Concepts, Measurement, and Evaluation At a Glance Definition Job Performance as a Criterion Dimensionality of Criteria Static Dimensionality Dynamic or Temporal Dimensionality Individual Dimensionality .....Chapter 5 Performance Management

Chapter 6 Measuring and Interpreting Individual Differences

Chapter 7 Validation and Use of Individual Differences Measures

Chapter 8 Fairness in Employment Decisions

Chapter 9 Analyzing Jobs and Work

Chapter 10 Strategic Workforce Planning

Chapter 11 Recruitment

Chapter 12 Initial Screening

Chapter 13 Decision Making for Selection

Chapter 14 Managerial Selection

Chapter 15 Training and Development: Considerations in Design

Chapter 16 Training and Development: Implementation and the Measurement of Outcomes

Chapter 17 International Dimensions of Applied Psychology

Chapter 18 Ethical Issues in Human Resource Management

APPENDIX A—Scientific and Legal Guidelines on Employee Selection Procedures—Checklists for Compliance

APPENDIX B—An Overview of Correlation and Linear Regression

APPENDIX C—Decision Trees for Statistical Methods

<<心理学与人力资源管理>>

编辑推荐

<<心理学与人力资源管理>>

版权说明

本站所提供下载的PDF图书仅提供预览和简介，请支持正版图书。

更多资源请访问:<http://www.tushu007.com>