

FUNCTIONAL JOB ANALYSIS

A Foundation for Human Resources Management

Sidney A. Fine
Steven F. Cronshaw

A **Psychology Press** Book



Functional Job Analysis A Foundation For Human Resources Management

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intrigued researchers studying management and organizational issues leading to such questions as why it occurs and what causes such harassment This volume written by experts in a wide range of fields including Industrial and Organizational psychology Counseling Management Law Education and Health presents research on relational and social aggression issues which can result in lost productivity employee turnover and costly lawsuits Understanding this phenomenon is important to managers and employee morale **Individual and Team Skill Decay** Winfred Arthur, Jr.,Eric Anthony Day,Winston Bennett, Jr.,Antoinette M. Portrey,2013-09-02 Skill and knowledge retention is a major issue and concern in learning and skill acquisition especially when trained or acquired skills or knowledge are needed after long periods of nonuse The goal of this book is to summarize and advance the thinking of critical issues related to skill retention and decay in the context of individual and team training on complex tasks This volume will be of interest to researchers and practitioners in the fields of industrial and organizational psychology human factors organizational behavior and human resources management

Validity Generalization Kevin R. Murphy,2013-03-07 This volume presents the first wide ranging critical review of validity generalization VG a method that has dominated the field since the publication of Schmidt and Hunter s 1977 paper Development of a General Solution to the Problem of Validity Generalization This paper and the work that followed had a profound impact on the science and practice of applied psychology The research suggests that fundamental relationships among tests and criteria and the constructs they represent are simpler and more regular than they appear Looking at the history of the VG model and its impact on personnel psychology top scholars and leading researchers of the field review the accomplishments of the model as well as the continuing controversies Several chapters significantly extend the maximum likelihood estimation with existing models for meta analysis and VG Reviewing 25 years of progress in the field this volume shows how the model can be extended and applied to new problems and domains This book will be important to researchers and graduate students in the areas of industrial organizational psychology and statistics **Mid and Late Career Issues**

Mo Wang,Deborah A. Olson,Kenneth S. Schultz,2013 This new book looks at the unique career issues faced by those workers in their mid and late career stages particularly with regard to the psychosocial dynamics of mid and late careers With the growth in aging workers worldwide we need a deeper understanding of the unique challenges and issues as well as the practical implications related to the shifting demographics to an older workforce particularly the aging of the baby boom generation This book reviews summarizes and integrates the literature on a wide variety of issues and organizational realities related to these workers Numerous case studies based on one on one interviews with older workers and recent retirees provides illustrative examples of the key concepts discussed in each chapter Students researchers and professionals in industrial organizational psychology human resource management developmental psychology vocational psychology and gerontology will find this authoritative book of interest *The Future of Leadership Development* Susan E. Murphy,Ronald E. Riggio,2003 First Published in 2003 Routledge is an imprint of Taylor Francis an informa company Evidence-based

Productivity Improvement Robert D. Pritchard, Sallie J. Weaver, Elissa L. Ashwood, 2012 This new book explains the Productivity Measurement and Enhancement system ProMES and how it meets the criteria for an optimal measurement and feedback system It summarizes all the research that has been done on productivity mentioning other measurement systems and gives detailed information on how to implement this one in organizations This book will be of interest to behavioral science researchers and professionals who wish to learn more about the practical methods of measuring and improving organizational productivity

Misbehavior in Organizations Yoav Vardi, Ely Weitz, 2016-04-20 This revised edition of Misbehavior in Organizations updates and expands upon the integrative OMB organizational misbehavior framework pioneered by the authors Streamlined for improved readability it covers key topics that have emerged in the scholarly literature in the past decade including insidious workplace behavior bullying and harassment in the workplace information hiding cyberbullying and organizational spirituality A thorough and up to date resource on this crucial and evolving topic in organizational studies this book provides insights on misbehavior at the individual position group and organizational levels

Green Organizations Ann Hergatt Huffman, Stephanie R. Klein, 2013-06-19 This book is a landmark in showing how industrial organizational psychology and related fields contribute to environmental sustainability in organizations Industrial organizational psychology embraces a scientist practitioner model evidence based best practice to solve real world issues The contributors to this book are experts in science and practice demonstrating the ways in which human organization interactions can drive change to produce environmentally beneficial outcomes Overall the authors address cogent issues and provide specific examples of how industrial organizational psychology can guide interventions that support and maintain environmentally sound practices in organizations Green Organizations can be used as a general reference for researchers in courses on sustainable business corporate social responsibility ethical management practices and social entrepreneurship The book will provide an excellent overview for anyone interested in sustainability in organizations and will serve as a valuable guide to industrial organizational psychology and management professionals

The Employee-Organization Relationship Lynn M. Shore, Jacqueline A-M. Coyle-Shapiro, Lois E. Tetrick, 2012-03-12 Employee organization relationship is an overarching term that describes the relationship between the employee and the organization It encompasses psychological contracts perceived organizational support and the employment relationship Remarkable progress has been made in the last 30 years in the study of EOR This volume by a stellar list of international contributors offers perspectives on EOR that will be of interest to scholars practitioners and graduate students in IO psychology business and human resource management

The SAGE Encyclopedia of Theory in Psychology Harold L. Miller, Jr., 2016-01-05 Drawing together a team of international scholars The SAGE Encyclopedia of Theory in Psychology examines the contemporary landscape of all the key theories and theorists presenting them in the context needed to understand their strengths and weaknesses Key features include Approximately 300 signed entries fill two volumes Entries are followed by Cross References and Further Readings A

Reader's Guide in the front matter groups entries thematically. A detailed Index and the Cross References provide for effective search and browse in the electronic version. Back matter includes a Chronology of theory within the field of psychology, a Master Bibliography, and an annotated Resource Guide to classic books in this field, journals, associations, and their websites. The SAGE Encyclopedia of Theory in Psychology is an exceptional and scholarly source for researching the theory of psychology, making it a must-have reference for all academic libraries.

Handbook of Police Psychology Jack Kitaeff, 2011-03-17. The Handbook of Police Psychology represents the contributions of over thirty police psychologists, all experts in their field, on the core subject matters of police psychology. Police psychology is broadly defined as the application of psychological principles and methods to law enforcement. This growing area includes topics such as screening and hiring of police officers, conducting screening for special squads (e.g., SWAT), fitness for duty evaluations, investigations, hostage negotiations, training and consultation, and stress counseling, among others. The book examines the beginnings of police psychology and early influences on the profession, such as experimental investigations of psychological testing on police attitude and performance. Influential figures in the field of police psychology are discussed, including the nation's first full-time police psychologist who served on the Los Angeles Police Department and the first full-time police officer to earn a doctorate in psychology while still in uniform with the New York Police Department.

A Critique of Emotional Intelligence Kevin R. Murphy, 2014-02-25. This book analyzes important criticisms of the current research on Emotional Intelligence (EI), a topic of growing interest in the behavioral and social sciences. It looks at emotional intelligence research and EI interventions from a scientific and measurement perspective and identifies ways of improving the often shaky foundations of our current conceptions of emotional intelligence. With a balanced viewpoint, *A Critique of Emotional Intelligence* includes contributions from leading critics of EI research and practice (e.g., Frank Landy, Mark Schmitz, Chockalingam Viswesvaran), proponents of EI (e.g., Neal Ashkanasy, Catherine Daus), as well as a broad range of well-informed authors. Proponents claim that EI is more important in life than academic intelligence, while opponents claim that there is no such thing as emotional intelligence. Three key criticisms that have been leveled at emotional intelligence include: 1. EI is poorly defined and poorly measured; 2. EI is a new name for familiar constructs that have been studied for decades; and 3. claims about EI are overblown. While the book presents these criticisms, the final section proposes ways of improving EI research and practice with EI theories, tests, and applications.

Diversity Ideologies in Organizations Kecia M. Thomas, Victoria C. Plaut, Ny Mia Tran, 2014-01-10. Since the increased attention toward diversity in the workplace, the concepts of diversity initiatives and diversity management have become a common place in many conversations among academics and practitioners alike. The diversity movement in the workplace originated from the increased advocacy for equal treatment of minority groups due to the dynamic composition of the modern workforce. Many organizations were forced to face these changes and the dilemma of how to respond to group differences to maintain and/or increase organization.

effectiveness and productivity This volume will present new research on the colorblindness versus multiculturalism debate assist in broadening the diversity ideology conversation share this conversation across social science domains including industrial organizational psychology social psychology and law and public policy and highlight how the nature of diversity ideology may be fluid and therefore be different depending on the diversity dimension discussed *How People Evaluate Others in Organizations* Manuel London, 2013-03-07 Evaluating and making decisions about other people are key aspects of doing business especially for managers and human resource professionals Industrial and organizational psychologists devise systematic methods to remove human errors in judgment such as biases and stereotypes However many decisions about people are not made by experts using standard procedures Even when they are human judgment is unavoidable This book examines the social psychological dynamics of person perception that underlie how people evaluate others in organizations It contains original articles from leading experts in social industrial and organizational psychology The book begins by examining basic principles and processes of social cognition and person perception such as schemas stereotypes automatic mindless information processing the perceiver's motivation and affect and situational conditions It then applies these ideas to key areas of business operations Helping readers understand and develop ways to improve the way people assess and make decisions about others this book covers the interview executive promotion decisions and assessment centers examines performance appraisals and multisource 360 degree feedback ratings addresses leadership cognitions identifying training needs coaching and managing problem employees and includes chapters on cultural sensitivity negotiations group dynamics and virtual teams *Diversity Resistance in Organizations* Kecia M. Thomas, 2008 First Published in 2007 Routledge is an imprint of Taylor Francis an informa company

Functional Job Analysis A Foundation For Human Resources Management Book Review: Unveiling the Magic of Language

In a digital era where connections and knowledge reign supreme, the enchanting power of language has become much more apparent than ever. Its power to stir emotions, provoke thought, and instigate transformation is really remarkable. This extraordinary book, aptly titled "**Functional Job Analysis A Foundation For Human Resources Management**," published by a highly acclaimed author, immerses readers in a captivating exploration of the significance of language and its profound impact on our existence. Throughout this critique, we shall delve to the book's central themes, evaluate its unique writing style, and assess its overall influence on its readership.

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