

Personnel



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著者:

出版者:

出版时间:

装帧:

isbn:9780136577836

In this book, personnel and manpower problems are analyzed in systems terms because the authors view the dynamics of real organizations. Distinguished reviewers of previous editions stress unique integration of the application of personnel

policies with the most current findings of the behavioral sciences. The authors include broad perspectives drawn from their own research in hundreds of organizations and their experience in industrial relations, organizational behavior and management. Distinctive and colorful cases from the authors own files illustrate concepts and administrative problems. The reader will absorb the dilemmas, conflicts and challenges faced by the executive coping with the full range of human problems of professional, service, production, and managerial employees. In their words, "... we adopt a systems approach, because in the real world there are no neat compartments separating the study of work groups . . . from wage and salary administration or separating leadership from incentives."

作者介绍:

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