



PERFORMANCE MANAGEMENT

THIRD EDITION

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Management for Libraries William W. Sannwald, 2018-12-03 Presenting financial management principles and best practices applicable to both public and academic libraries this comprehensive text elucidates a broad array of issues crucial for those entering a managerial position Both thorough and straightforward Sannwald's treatment gives readers a solid grounding in the basics of accounting and finance with an emphasis on applicability to library management and operations

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considers how balance can be achieved between doing the right thing for the business effective management and doing them in the right way for people leadership principles By establishing a transformational environment for teams projects or organizations our human need to contribute and succeed can be harnessed Designed as a management textbook many key business and organizational concepts are reviewed and applied to challenges in the 21st century What is different is the shift from a traditional hierarchic notion of control to values of trust and fulfilment that can be applied equally well in small teams virtual teams and global corporations This shift can also be applied equally well by individual managers project leaders or senior executives with the desire and imagination to create a shared sense of purpose

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Applied Psychology in Talent Management Wayne F. Cascio, Herman Aguinis, 2024-05-10 This text provides the most comprehensive future oriented overview of psychological theories and how they impact people decisions in today's workplace with integrated coverage of technology strategy globalization and social responsibility

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High-Performance Coaching for Managers William J. Rothwell, Behnam Bakhshandeh, 2022-07-05 Coaching is a necessary skill for managers It is important as a fundamental part of an organization's talent efforts including talent acquisition development and retention

strategies For a coaching program to succeed in an organization it should be recognized as a useful approach throughout the organization and become part of the fabric of the corporate culture Performance Coaching for Managers provides an important tool for organizations to use to train their managers on coaching This book differs significantly from other books in the coaching market Many books on coaching cast coaches as facilitators who question their clients the coachees helping them to articulate their own problems formulate their own solutions develop their own action plans to solve problems and measure the success of efforts to implement those plans That is called a nondirective approach But this book adopts a directive approach by casting the coach as a manager who diagnoses the problems with worker job performance and offers specific advice on how to solve those problems While there is nothing wrong with a nondirective approach it does not always work well in job performance reviews in which the manager must inform the worker about gaps between what is needed the desired and what is performed the actual The significant difference between what is currently available in the market and what is offered in this book is the authors collective experience of over 70 combined years of hands on research and delivery experiences in the Human Resources Development field According to the Harvard Business Review 2015 workers generally expect their immediate supervisors to give them honest feedback on how well they do their jobs and specific advice on what to do if they are not performing in alignment with organizational expectations When workers do not receive advice but instead are questioned about their own views they regard their managers as either incompetent or disingenuous Effective managers should be able to offer direction to their employees After all managers are responsible for ensuring that their organizational units deliver the results needed by the organization If they fail to do that the organization does not achieve its strategic goals This book gives managers direction in how to offer directive coaching to their workers

MANAJEMEN

STRATEGI BERBASIS RESOURCE BASE THEORY Dr. Daman Sudarman, S.E., M.M Diana Hasan, S.E., M.M,2024-06-10 Globalisasi pasar dan kompetisi menciptakan suatu perubahan yang sangat besar Strategi yang tepat diaplikasi untuk meraih keberhasilan melalui pemanfaatan peluang yang ada pada lingkungan bisnis yang bergerak cepat dan semakin kompetitif Banyak perusahaan di dunia dan di Indonesia telah menyadari hal tersebut dan memilih strategi perusahaan yang tepat Kondisi tersebut menuntut suatu perusahaan untuk selalu mengembangkan strategi perusahaan agar dapat bertahan berdaya saing dan terus berkembang di tengah gencarnya persaingan usaha oleh sebab itu perusahaan perlu mengembangkan suatu strategi yang tepat agar perusahaan dapat mempertahankan eksistensinya dan dapat memperbaiki kinerja perusahaan

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