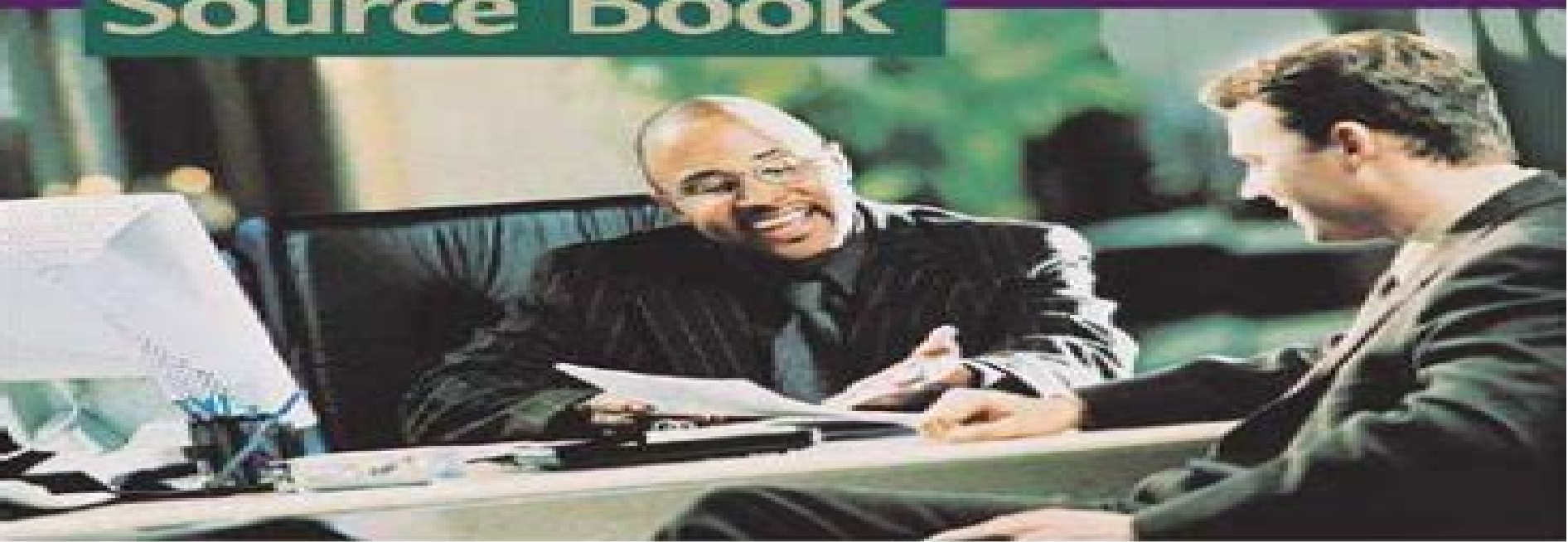




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Source Book



A Collection of Practical Samples

Mike Deblieux

Performance Appraisal Source A Collection Of Practical Samples

Philipp Wolfgang Stockhammer



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Managing Employee Retention Jack J. Phillips, Adele O. Connell, 2004-02-18 During the past decade employee turnover has become a very serious problem for organizations Managing retention and keeping the turnover rate below target and industry norms is one of the most challenging issues facing business All indications point toward the issue compounding in the future and even as economic times change turnover will continue to be an important issue for most job groups Yet despite these facts employee turnover continues to be the most unappreciated and undervalued issue facing business leaders There are a variety of reasons for this for example the true cost of employee turnover is often underestimated The causes of turnover are not adequately identified and solutions are often not matched with the causes so they fail Preventive measures are either not in place or do not target the issues properly and therefore have little or no effect and a method for measuring progress and identifying a monetary value ROI on retention does not exist in most organizations Managing Employee Retention is a practical guide for managers to retain their talented employees It shows how to manage and monitor turnover and how to develop the ROI of keeping your talent using innovative retention programs The book presents a logical process of managing retention from identifying turnover costs and causes designing solutions that match the causes of turnover developing tools for tracking turnover and placing alerts when action is needed and measuring the ROI of retention programs

Performance Appraisal Source Book Michael Deblieux, 2003 Combining the experience and work of many companies this book provides tested tools for effective performance appraisals Discussed are such topics as designing a performance review legal considerations implementing an effective performance review system and presenting reviews to employees Sample forms are provided to help companies build their own systems A CD ROM with all of the appraisal forms in the book in both PDF and RTF formats is included *Program Evaluation Theory and Practice*, *Program Evaluation Theory and Practice, First Edition* Donna M. Mertens, Amy T. Wilson, 2012-03-01 This engaging text takes an evenhanded approach to major theoretical paradigms in evaluation and builds a bridge from them to evaluation practice Featuring helpful checklists procedural steps provocative questions that invite readers to explore their own theoretical assumptions and practical exercises the book provides concrete guidance for conducting large and small scale evaluations Numerous sample studies many with reflective commentary from the evaluators reveal the process through which an evaluator incorporates a paradigm into an actual research project The book shows how theory informs methodological choices the specifics of planning implementing and using evaluations It offers balanced coverage of quantitative qualitative and mixed methods approaches Useful pedagogical features include Examples of large and small scale evaluations from multiple disciplines Beginning of chapter reflection questions that set the stage for the material covered Extending your thinking questions and practical activities that help readers apply particular theoretical paradigms in their own evaluation projects Relevant Web links including pathways to more details about sampling data collection and analysis Boxes offering a closer look at key

evaluation concepts and additional studies Checklists for readers to determine if they have followed recommended practice

Conceptualizing Cultural Hybridization Philipp Wolfgang Stockhammer, 2011-09-18 Within the context of globalization cultural transformations are increasingly analyzed as hybridization processes Hybridity itself however is often treated as a specifically post colonial phenomenon The contributors in this volume assume the historicity of transcultural flows and entanglements they consider the resulting transformative powers to be a basic feature of cultural change By juxtaposing different notions of hybridization and specific methodologies as they appear in the various disciplines this volume s design is transdisciplinary Each author presents a disciplinary concept of hybridization and shows how it operates in specific case studies The aim is to generate a transdisciplinary perception of hybridity that paves the way for a wider application of this crucial concept **DoD Performance Assessment Guide**, 1995 **World Bank Group Impact**

Evaluations World Bank. Independent Evaluation Group, World Bank, 2013-02-06 The use of impact evaluation **The Ultimate School Counselor's Guide to Assessment and Data Collection** Sandra Logan-McKibben, Jenna Marie Alvarez, 2021-10-27

Showcases assessments that specifically support the unique work of school counselors Written specifically for school counselors and those in training this is the first book to highlight the use of assessment and data collection to effectively advocate for student success It bridges the gap in relevant knowledge and skills by not only delineating the requirements for formulating a data driven approach but also presenting actual assessments that can immediately be implemented Underscoring the professional and ethical responsibilities of practicing school counselors to be data driven the book delivers the guidance and instruments needed to access multiple levels of data This includes individual student data school level data school counseling program level data or data regarding the school counselors practices or beliefs This practical user friendly book is organized step by step starting with foundational knowledge and progressing towards application It introduces readers to both formal and informal assessments and provides examples of how to integrate assessments within comprehensive school counseling programs CSCP It addresses a variety of approaches to assessments and data collection across the domains of academic career and social emotional development and examines needs assessment and program evaluation to drive the development and implementation of a CSCP Additionally the resource explains each type of data reinforced with examples across domains and school levels Also included are technology tools that can aid in the assessment and data collection process as well as accountability reporting Key Features Provides specific concrete steps for using assessment and data collection to advocate for student success and develop effective CSCPs Includes examples of data collection tools assessments charts tables and illustrations Delivers hands on application tasks throughout Delineates valid and reliable instruments to bolster effectiveness Includes downloadable appendix with formal assessments and templates to complete tasks described throughout the text **Issues in Pharmacy Practice Management** Andrew L. Wilson, 1997

Issues in Pharmacy Practice Management is a compilation of the best of Aspen s popular journal Pharmacy Practice

Management Quarterly This collection of more than 30 articles by leading experts is separated into 10 distinct sections to facilitate learning and correspond with course in pharmacy practice management The topics addressed are ideal for focusing discussions on the most pressing issues in the field Big Data at Work Scott Tonidandel, Eden B. King, Jose M. Cortina, 2015-11-06 The amount of data in our world has been exploding and analyzing large data sets so called big data will become a key basis of competition in business Statisticians and researchers will be updating their analytic approaches methods and research to meet the demands created by the availability of big data The goal of this book is to show how advances in data science have the ability to fundamentally influence and improve organizational science and practice This book is primarily designed for researchers and advanced undergraduate and graduate students in psychology management and statistics

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