

C ONTEMPORARY CAREER DEVELOPMENT ISSUES

Edited by

ROBERT F. MORRISON
JEROME ADAMS

Contemporary Career Development Issues

Manuel London



Contemporary Career Development Issues:

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Encyclopedia of Career Development Jeffrey H. Greenhaus, Gerard A. Callanan, 2006-05-16 With more than 300 articles the Encyclopedia of Career Development is the premier reference tool for research on career related topics Covering a broad range of themes the contributions represent original material written by internationally renowned scholars that view career development from a number of different dimensions This multidisciplinary resource examines career related issues from psychological sociological educational counseling organizational behavior and human resource management perspectives

Career Development and Systems Theory Wendy Patton, Mary McMahon, 2021-08-04 This fourth edition of the book represents a milestone in the history of the Systems Theory Framework of career development that attests to its continuing influence and contemporary relevance It emphasises changes in career development theory practice and research since its first edition in 1999 At that time the publication of the STF was described by reviewers as a groundbreaking departure from traditional counseling texts a landmark work leading to the convergence of career development theories and as a rare book that not only illuminates a field of study but also advances it Subsequent commentary attests to the strength of the metatheoretical contribution of the STF and its facilitation of links between theory research and practice This book introduces systems theory and the STF and comprehensively overviews traditional and contemporary career theory and analyses it through the metatheoretical lens of the STF It then describes applications of the STF by applying systems thinking systems mapping and experiential learning Finally the contributions and future directions of the STF are highlighted This book provides a record of almost 30 years of contribution of the STF to career theory research and practice

Handbook of Research on Emerging

Business Models and Managerial Strategies in the Nonprofit Sector West, Lindy Lou, Worthington, Andrew, 2017-03-31 Modern businesses exist in a dynamic and increasingly competitive realm To remain viable organizations must constantly adopt new methods and processes to optimize productivity and workflow The Handbook of Research on Emerging Business Models and Managerial Strategies in the Nonprofit Sector is a comprehensive reference source for the latest scholarly information on management tools analytics and infrastructures for contemporary nonprofit organizations Highlighting a range of multidisciplinary topics such as crowdfunding shared value creation and human resource development this publication is ideally designed for managers professionals students researchers and academics interested in enhancing process management in nonprofit businesses

Historical Perspectives in Industrial and Organizational Psychology Laura L. Koppes, 2014-02-04 This unique book is the first to contain a comprehensive history of industrial and organizational psychology covering numerous topics in the discipline The history presented offers various perspectives including the contributions of individuals organizations and contextual or situational forces as well as an international viewpoint The authors all highly regarded experts in their respective topics use a range of approaches to examine history demonstrating to readers that there are multiple ways to understand history This volume will be of interest to industrial and organizational psychologists business and management academics and professionals historians of psychology business science and science and technology undergraduate and graduate students

Work and Life Integration Ellen Ernst Kossek, Susan J. Lambert, 2004-12-13 Work family researchers have had much success in encouraging both organizations and individuals to recognize the importance of achieving greater balance in life Work and Life Integration addresses the intersect between work life and family in new and interesting ways It discusses current challenges in dealing with work life integration issues and sets the stage for future research agendas The book enlightens the research community and informs the public debates on how workplaces can be made more family sensitive by providing contributions from psychologists sociologists and economists who have not shied away from asserting the policy implications of their findings This text appeals to both practitioners and academics interested in seeking ways to create meaningful lives

The Encyclopedia of Positive Psychology Shane J. Lopez, 2012-09-11 Positive psychology the pursuit of understanding optimal human functioning is reshaping the scholarly and public views of how we see the science of psychology The Encyclopedia of Positive Psychology provides a comprehensive and accessible summary of this growing area of scholarship and practice 288 specially commissioned entries written by 150 leading international researchers educators and practitioners in positive psychology covers topics of interest across all social sciences as well as business and industry the most current extensive and accessible treatment of the subject available topical primer clarifies basic constructs and processes associated with positive psychology will be useful to students teachers practitioners businesspeople and policy makers

Bullying in the Workplace John Lipinski, Laura M. Crothers, 2013-08-15 Bullying in the workplace is a phenomenon that has recently 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

Developing Organizational Simulations George C. Thornton III, Deborah E. Rupp, Rose A.

Mueller-Hanson, Rose Hanson, 2003-10-17 This book provides a concise source of information on effective and practical methods for constructing simulation exercises for the assessment of psychological characteristics relevant to effectiveness in work organizations Simulation exercises present the examinee with descriptions of complex situations that stimulate aspects of real world settings and problems Examinees are required to demonstrate overt behavior in handling the problems presented The process and or products of this behavior are observed by trained assessors who observe behavior classify behaviors into relevant dimensions and evaluate effectiveness Simulations can provide assessments of abilities skills and competencies not readily measured by other testing techniques Developing Organizational Simulations provides practical guidance for defining the attributes to be assessed constructing the stimulus material and designing methods for administration and scoring Several different situational exercises are presented including business games leaderless group discussions in baskets one on one interaction simulations and case studies presentations Steps to ensure the reliability validity and legal defensibility of assessments from simulations are described In addition the book presents the use of simulation exercises for the purposes of personnel selection training development and certification Professional standards and guidelines relevant to the construction of simulation exercises are also covered

Resources in Education, 1994

The Power of Feedback Manuel London, 2014-06-27 This follow up to the 2003 edition of Job Feedback by Manuel London is updated to cover new research in the area of organizational management This edition bridges a gap in research that now covers cultural responses to employer feedback feedback through electronic communications and how technology has changed the way teams work in organizations The Power of Feedback includes examples of feedback from friends family colleagues and volunteers in non profit organizations In this new book both employers and employees will learn to view feedback as a positive tool for improving performance motivation and interpersonal relationships Managers human resource professionals and students who will one day oversee teams will benefit from the research and advice found in The Power of Feedback

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

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

Managing for Knowledge Christina Evans, 2012-06-25 Outline the strategic and practical elements of HR's involvement in knowledge management Features contributions from Dave Snowden and Elizabeth Lank Practical case studies to help create an organizational culture that knows how to mobilize and leverage its knowledge

Comprehensive Handbook of Psychological Assessment, Volume 4 Jay C. Thomas, 2003-09-18 In one volume the leading researchers in industrial organizational assessment interpret the range of issues related to industrial organizational tests including test development and psychometrics clinical applications ethical and legal concerns use with diverse populations computerization and the latest research Clinicians and researchers who use these instruments will find this volume invaluable as it contains the most comprehensive and up to date information available on this important aspect of practice

Applied Positive Psychology Stewart I. Donaldson, Mihaly Csikszentmihalyi, Jeanne Nakamura, 2011-04-07 Positive Psychology has experienced extraordinary growth over the past decade Emerging research in this area is suggesting new strategies for improving everyday life healthcare education systems organizations and work life and societies across the globe This book will be of interest to all applied psychologists applied researchers social and organizational psychologists and anyone interested in applying the science of positive psychology to improvement of the human condition

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 **Diversity**

Resistance in Organizations Kecia M. Thomas, 2008 First Published in 2007 Routledge is an imprint of Taylor Francis an informa company *The Influence of Culture on Human Resource Management Processes and Practices* Dianna L. Stone, Eugene F. Stone-Romero, 2008 It is clear that organizations are becoming more culturally diverse and a better understanding of multiculturalism and its impact on organizations is needed This book with contributions from expert academics is designed to motivate both the further development of models concerned with the influence of cultural diversity on several Human Resource Management processes and practices and the design and conduct of empirical research on the same topic It primarily focuses on processes and practices that occur at three general phases the pre hire phase the selection phase and the post hire phase An improved understanding of the roles that culture plays in such processes and practices should contribute to both the efficiency and effectiveness of organizations and the performance and well being of their members This edited book is appropriate for undergraduate and graduate students in industrial and organizational psychology human resource management sociology of work and cultural diversity within organizations It can provide a central resource in classes on organizational psychology strategic human resource management and global issues in human resource management Professionals and practitioners who increasingly interact with organizational issues at the global level will find this book essential to their work

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