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PERSONNEL ECONOMICS IN PRACTICE



EDWARD P. LAZEAR • MICHAEL GIBBS

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Personnel Economics in Sports Neil Longley, 2018 This book examines personnel economics within the context of the professional sport industry Sport is an effective industry in which to empirically test theories of personnel economics primarily because the employer employee relationship in sport is much more visible and transparent than in almost any other industry Researchers benefit from having data on a host of variables pertaining to individual employees i e players such as their age race national origin and experience Researchers also have data on each employee s performance on their salary and on who their co workers teammates and managers coaches are The chapters are organized around the core functional areas of personnel economics and cover all aspects of the employment relationship in sport from recruiting and selection to pay and performance to work team design Each chapter contains a thorough literature review that provides the reader with a sense of the breadth and depth of the work being done in the area and with a sense as to how the literature can move forward both in a sport and non sport context The book is suitable for an advanced undergraduate course right through to a PhD level field course in both management and economics Academic researchers in the fields of sports economics personnel economics human resource management strategic management and sport management will also find the book of interest Contributors include D Berri C Deutscher B Frick L H Kahane N Longley J G Maxcy J Prinz R Simmons D Weimar

Personnel Economics in Imperfect Labour Markets Pietro Garibaldi, 2006-03-16

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Gestaltungsoptionen abzuleiten Der Inhalt People Management theoretische Erklärungsansätze und praktische Schlussfolgerungen Herleitung des psychonomischen Verhaltensmodells Vertrag zwischen Unternehmen und Beschäftigten Merkmal und prozessorientierte Ansätze zur Arbeitsgestaltung Umsetzung Potenziale und Perspektiven von People Management in Wissenschaft und Unternehmenspraxis **Personalwirtschaftslehre** Hans-Gerd Ridder, 2015-10-07 Das Lehrbuch bietet zunächst eine Einführung in die hauptsächlichen Theoriestrategien der Personalwirtschaftslehre insbesondere in Grundlagen der Verhaltenswissenschaft der Personalökonomik und Ansätze des strategischen Human Resource Management Darüber hinaus führt das Lehrbuch in die wichtigsten Funktionen der Personalwirtschaft ein die Personalbereitstellung insbesondere Personalbeschaffung und Personalabbau die Personal- und Organisationsentwicklung sowie organisationales Lernen Arbeitsorganisation und Vergütung Schließlich behandelt das Lehrbuch auch Formen der Verhaltenssteuerung insbesondere die Phasen und Prozesse der Motivation sowie die theoretischen Grundlagen und Konzepte der Führung **Internationale Sportevents** Martin-Peter Büch, Hans-Jürgen Schulke, 2012 **Advances in the Economic Analysis of Participatory and Labor-Managed Firms** Alex Bryson, 2012-09-25 With the financial crisis and Great Recession some economists have begun to question the orthodox approach to production and capital labor relations over the years This orthodoxy thrown into question due to concerns of poor corporate decision making corporate capture of regulators perceived rewards for failure and uneven productivity growth *Elgar Introduction to Theories of Human Resources and Employment Relations* Keith Townsend, Kenneth Cafferkey, Aoife M. McDermott, Tony Dundon, This Elgar Introduction provides an overview of some of the key theories that inform human resource management and employment relations as a field of study Research Handbook on Employee Turnover George Saridakis, Sir Cary Cooper, 2016-04-29 Covering the period of the financial crisis this Research Handbook discusses the degree of importance of different driving forces on employee turnover The discussions contribute to policy agendas on productivity firm performance and economic growth The contributors provide a selection of theoretical and empirical research papers that deal with aspects of employee turnover as well as its effects on workers and firms within the current socio economic environment It draws on theories and evidence from economics management social sciences and other related disciplines With its interdisciplinary approach this book will appeal to a variety of students and academics in related fields It will also be of interest to policy makers HR experts firm managers and other stakeholders *Evaluating and Rewarding the Quality of Teachers: International Practices* OECD, 2009-11-06 This book identifies good practices in the design and implementation of evaluation and teacher incentive systems from various perspectives through formulation stakeholder negotiation implementation monitoring and follow up **Employers' Economics versus Employees' Economy** John F. M. McDermott, 2017-01-23 This book argues that economic activity in the public sphere now underwrites private corporations and rejects rigid adherence to traditional economic theories that no longer apply Adam Smith's widely used merchant's model assumes that most investment is private

when in fact research demonstrates that public investment in the workforce through education and training far outweighs the private sector and does not account for the growing presence of consensual pricing the diversification of modern businesses or the increasing internal authoritarianism of globalizing companies With de facto public support for these adaptations undermining the universally presumed economic model private corporations are able to increase their profits while misrepresenting the investment of their own global labor forces This book suggests an economy of laws solution that balances the needed degree of central investment planning with the continuation of our pluralist economy of largely autonomous firms principally by extending the full rights of citizens into the workplace itself

Teacher Evaluation Policies and Practices in Japan Masaaki Katsuno, 2016-03-31 This book explores the impacts of the introduction of new teacher evaluation policies on teachers and head teachers in Japan particularly that of producing and reinforcing mutual policing relations among teachers and the destabilisation of their identities It is timely given the big surge of interest world wide in measuring and developing teachers quality to ensure better learning outcomes As in many other countries teachers in Japan have to account for their performance and competence in new ways This book focuses on the nature and impact of these new accountabilities by drawing on data from a national survey and in depth interviews with a sample of teachers and head teachers as it surveys New teacher evaluation policies Theories of teacher evaluation and performativity Views on the new teacher evaluation policies The enactment of the new teacher evaluation policies The quantitative data is used to show how teachers experience and perceive the new teacher evaluation policies and practices and the qualitative data is used to discuss the depth of analysis required to look at the nature of performativity This book will be a valued addition to the research base upon which both policy makers and practitioners across the nations can draw for the improvement of teacher evaluation as a means of professional development and accountability

Labor Economics in an Islamic Framework Toseef Azid, Umar Burki, Muhammad Junaid Khawaja, Nasim Shah Shirazi, Muhammad Tahir, 2021-12-30 The labor market in Islam is governed by the Islamic laws of fairness justice and reward that is equivalent to the job done Most of the literature in the field discusses the normative aspect of the labor market whereas few attempts can be seen to address more positive aspects There is a need for new theoretical and empirical models for the Islamic labor market which should differ from established approaches This book provides a comprehensive overview of the nature scope and dimensions of the labor market in an Islamic context from both theoretical and practical perspectives It presents and discusses labor economics and then compares the similarities and differences between conventional and Islamic views of the labor market explaining where they meet and critically justifying why they differ under the umbrella of Shari ah The book raises pertinent issues which it analyzes from both standpoints and widens the discourse to include norms morality and related institutions such as social security and welfare A unique feature of the book is that it examines labor economics practices among a specific group of countries and studies the labor conditions within these countries where the majority of the population follow the teachings of

Islam in their daily lives The book proposes practical strategies for the development of new models for the Islamic labor market which are compatible with the modern world The book will enable academics and practitioners of Islamic economics to make economic sense of Shari ah compliance and human resource development

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