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wie HR Abteilungen K nstliche Intelligenz fr zukunftsfeste Personalentwicklung einsetzen Digitales Recruiting erfolgreich umsetzen und mit Employer Branding fr langfristige Mitarbeiterbindung sorgen Mit Best Practices von LinkedIn Deloitte Um novo jeito de trabalhar Laszlo Bock,2015-09-10 SAP Merck Einhorn und weiteren Talentmanagement Vorreitern ELEITO UM DOS MELHORES LIVROS DE NEG CIOS PELA THE ECONOMIST PELA FORBES E PELO BUSINESS INSIDER Um novo jeito de trabalhar apresenta os bastidores do Google revelando detalhes sobre os processos de recrutamento e sele o as ferramentas de gest o e avalia o de pessoas e o foco na cultura da empresa Tudo isso a faz ser eleita ano ap s ano um dos melhores lugares para se trabalhar Como vice presidente de Opera es de Equipes do Google Laszlo Bock realizou uma grande investiga o sobre como a filosofia certa de trabalho capaz de atrair os maiores talentos e garantir que eles se desenvolvam sejam bem sucedidos e estejam felizes Repleto de exemplos de a es que melhoraram o desempenho e a satisfa o dos funcion rios este livro apresenta princ pios que podem ser colocados em pr tica quer sua equipe tenha uma ou milhares de pessoas Conhe a alguns deles Contrate apenas pessoas melhores que voc em alguma coisa n o importa quanto tempo isso leve N o confie somente no instinto use dados para prever e moldar o futuro Fa a da transpar ncia o padr o e esteja aberto para receber feedback Aprenda com os melhores funcion rios e tamb m com os piores Tire o poder dos gerentes e confie em seu pessoal Transforme sua equipe e seu local de trabalho Fortune Dicas impressionantes de gerenciamento The Economist Quy Tắc Làm Việc Của Google Laszlo Bock, Quy T c L m Vi c C a Google Trong Uma verdadeira obra de arte Forbes com cu n s ch Quy T c L m Vi c C a Google Laszlo Bock Ph ch t ch c p cao ph tr ch nh n s c a Google a ra m t s l i khuy n h u ch gi p c c nh gu n l th c hi n hi u gu vi c tuy n d ng nh n s T t c nh ng g b n c n l tin t ng r ng con ng i v c b n u t t v c can m i x v i nh n vi n c a b n nh nh ng ng i ch thay v nh ng c m y C m y ch l m c ng vi c c a n c n ng i ch c th l m b t k i u g c ng ty v nh m c a h th nh c ng Con ng i d nh h u h t th i gian c ng s nh ng c ng vi c l m t tr i nghi m kh ng h d ch u i v i h u h t m i ng i m t c ng c i nktthcKh ng nhtthitphinhvyCh ng ta kh ng cmicutrlinh ng ch ng ta tmraviiuthvvcchthcttnhttmkim ph t tri n v gi ch n nh n vi n trong m t m i tr ng t do s ng t o v vui v B m t v th nh c ng c a Google trong nh n s c th c nh n r ng trong c c t ch c l n nh d nh cho c nh n vi n b nh th ng v c c CEO Kh ng ph i c ng ty n o c ng c th b t ch c nh ng c quy n cho nh n vi n nh c c b a n mi n ph nh ng t t c m i ng i u c th sao ch p l i nh ng g khi n Google tr n n tuy t v i nh v y Danh s ch 10 b c s bi n i ho n to n nh m ho c n i l m vi c c a b n 1 Cho c ng vi c c a b n m t ngh a 2 Tin t ng m i ng i 3 Ch tuy n nh ng ng i gi i h n b n 4 ng nh m l n ph t tri n v i qu n l hi u qu l m vi c 5 T p trung v o hai o n ch t 6 V a ti t ki m v a ph ng kho ng 7 Tr l ng kh ng c ng b ng 8 Nh ng c h ch 9 Qu n l nh ng k v ng ng y c ng t ng 10 T n h ng R i quay v s m t v l m l i t u Überleben unter Arschlöchern Robert I. Sutton, 2018-03-01 Wer kennt sie nicht den Kollegen der sich mit fremden Federn schm ckt den cholerischen Chef der seine Mitarbeiter anbr llt oder die intrigante Nachbarin die liebend gern Ger chte in die Welt setzt Egal ob in Beruf Freundeskreis oder Familie Arschl cher lauern berall Der erfahrene Management Professor Robert Sutton gibt in diesem Handbuch Antworten auf die brennenden Fragen die ihm seit Erscheinen seines internationalen Bestsellers

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also takes us inside one of history s most explosively successful businesses to reveal why Google is consistently rated one of the best places to work in the world His years of experience are distilled into a series of entertaining principles that are easy to put into action whether you re a team of one or a team of thousands Work Rules shows how to strike a balance between creativity and structure leading to success you can measure in quality of life as well as market share Read it to build a better company from within rather than from above read it to reawaken your joy in what you do The way we work is changing are A Joost Guide Toi Work Rules! by Laszlo Bock Bokish Ltd, 2015 In today s fast paced world it s tough to find the time to read But with Joosr guides you can get the key insights from bestselling non fiction titles in less than 20 minutes Whether you want to gain knowledge on the go or find the books you ll love Joosr's brief and accessible eBook summaries fit into your life Find out more at joosr com Work is something no one seems to look forward to Millions of people around the world dread going to work daily but it doesn't have to be this way Google has been doing business in a radically different way since 1998 and what works for them can work for you too With thousands of employees worldwide tech giant Google is a company known for having one of the most innovative and productive work atmospheres in the world Many have tried to replicate its success and failed but now Google's unique methods and strategies have been revealed In Work Rules you ll get a guided tour of what sets Google apart from other companies and why its employees love working there all from the man who knows it better than anyone Senior Vice President of People Operations Laszlo Bock You will learn How to manage your company s very best people and your very worst Why managers have too much power How to hire the best candidates for a job and how to keep them interested Summary of Laszlo Bock's Work Rules! by Swift Reads Swift Reads, 2019-03 Work Rules Insights from Inside Google That Will Transform How You Live and Lead 2015 by Laszlo Bock describes the unorthodox methods Google uses to hire and retain the most talented employees Google's founders Larry Page and Sergey Brin knew they wanted to create the world's best search engine Purchase this in depth summary to learn more La nueva formula del trabajo / Work Rules!: Insights from Inside Google That Will Transform How You Live and Lead Laszlo Bock, 2015-09-15 El vicepresidente s nior de gesti n de personas de Google revela por primera vez una f rmula de trabajo que se ha convertido en leyenda global Pasamos m s tiempo trabajando que haciendo cualquier otra cosa No resulta l gico que el trabajo resulte una experiencia desmotivadora y poco humana Esta la opini n de Laszlo Bock responsable de gesti n de personas de una empresa tan revolucionaria como Google Esta idea es el eje de La nueva f rmula del trabajo un manifiesto rompedor acerca de nuestra capacidad para cambiar la forma en la que trabajamos y vivimos Bock proporciona ejemplos de un gran abanico de empresas que consiguen unos resultados espectaculares porque valoran y escuchan a sus empleados Asimismo nos introduce en el interior de Google para explicar por qu se encuentra siempre entre los mejores lugares para trabajar y aporta unos principios sorprendentes y contraintuitivos que son sencillos de implementar tanto si usted trabaja solo como si dirige un equipo de miles de personas Rompiendo las pautas de la gesti n convencional algunas de las lecciones

que ofrece son Despoje de poder a los directivos y d selo a los empleados Aprenda de sus mejores personas pero tambi n de las peores Contrate solo a personas que sean m s inteligentes que usted cueste lo que cueste P gueles de forma injusta es m s justo No conf es en tu instinto utiliza datos para predecir y dar forma al futuro Sea transparente y dispuesto a recibir comentarios Si te sientes c modo con la cantidad de libertad que le has dado a tus empleados no has ido lo suficientemente lejos La critica opina El libro de Laszlo Bock constituye una revelaci n nica es al mismo tiempo un paseo por las interioridades de unas de las organizaciones con m s talento del mundo y un mapa para desarrollar una cultura basada en la creatividad Cada emprendedor l der directivo estudiante cada persona que quiera saber c mo se construye un entorno de xito cohesionado y de alto rendimiento deber a disponer de una copia Daniel Coyle autor de El peque o libro del talento Bock desvela unas pol ticas muy poco tradicionales capaces de transformar radicalmente cualquier tipo de negocio con una mirada directa y basa en resultados de los entornos laborales de hoy en d a Indra K Nooyi presidente y consejera delegada de PepsiCo ENGLISH DESCRIPTION From the visionary head of Google's innovative People Operations comes a groundbreaking inquiry into the philosophy of work and a blueprint for attracting the most spectacular talent to your business and ensuring that they succeed We spend more time working than doing anything else in life It's not right that the experience of work should be so demotivating and dehumanizing So says Laszlo Bock former head of People Operations at the company that transformed how the world interacts with knowledge This insight is the heart of Work Rules a compelling and surprisingly playful manifesto that offers lessons including Take away managers power over employees Learn from your best employees and your worst Hire only people who are smarter than you are no matter how long it takes to find them Pay unfairly it s more fair Don t trust your gut Use data to predict and shape the future Default to open be transparent and welcome feedback If you re comfortable with the amount of freedom you ve given your employees you haven t gone far enough Drawing on the latest research in behavioral economics and a profound grasp of human psychology Work Rules also provides teaching examples from a range of industries including lauded companies that happen to be hideous places to work and little known companies that achieve spectacular results by valuing and listening to their employees Bock takes us inside one of history s most explosively successful businesses to reveal why Google is consistently rated one of the best places to work in the world distilling 15 years of intensive worker R read it to reawaken your joy in what you do

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Table of Contents Work Rules Laszlo Bock Epub

- 1. Understanding the eBook Work Rules Laszlo Bock Epub
 - The Rise of Digital Reading Work Rules Laszlo Bock Epub
 - Advantages of eBooks Over Traditional Books
- 2. Identifying Work Rules Laszlo Bock Epub
 - Exploring Different Genres
 - Considering Fiction vs. Non-Fiction
 - Determining Your Reading Goals
- 3. Choosing the Right eBook Platform
 - Popular eBook Platforms
 - Features to Look for in an Work Rules Laszlo Bock Epub
 - User-Friendly Interface
- 4. Exploring eBook Recommendations from Work Rules Laszlo Bock Epub
 - Personalized Recommendations
 - Work Rules Laszlo Bock Epub User Reviews and Ratings
 - Work Rules Laszlo Bock Epub and Bestseller Lists
- 5. Accessing Work Rules Laszlo Bock Epub Free and Paid eBooks
 - Work Rules Laszlo Bock Epub Public Domain eBooks
 - Work Rules Laszlo Bock Epub eBook Subscription Services
 - Work Rules Laszlo Bock Epub Budget-Friendly Options

- 6. Navigating Work Rules Laszlo Bock Epub eBook Formats
 - o ePub, PDF, MOBI, and More
 - Work Rules Laszlo Bock Epub Compatibility with Devices
 - Work Rules Laszlo Bock Epub Enhanced eBook Features
- 7. Enhancing Your Reading Experience
 - Adjustable Fonts and Text Sizes of Work Rules Laszlo Bock Epub
 - Highlighting and Note-Taking Work Rules Laszlo Bock Epub
 - o Interactive Elements Work Rules Laszlo Bock Epub
- 8. Staying Engaged with Work Rules Laszlo Bock Epub
 - Joining Online Reading Communities
 - Participating in Virtual Book Clubs
 - Following Authors and Publishers Work Rules Laszlo Bock Epub
- 9. Balancing eBooks and Physical Books Work Rules Laszlo Bock Epub
 - Benefits of a Digital Library
 - Creating a Diverse Reading Collection Work Rules Laszlo Bock Epub
- 10. Overcoming Reading Challenges
 - Dealing with Digital Eye Strain
 - Minimizing Distractions
 - Managing Screen Time
- 11. Cultivating a Reading Routine Work Rules Laszlo Bock Epub
 - Setting Reading Goals Work Rules Laszlo Bock Epub
 - Carving Out Dedicated Reading Time
- 12. Sourcing Reliable Information of Work Rules Laszlo Bock Epub
 - Fact-Checking eBook Content of Work Rules Laszlo Bock Epub
 - Distinguishing Credible Sources
- 13. Promoting Lifelong Learning
 - Utilizing eBooks for Skill Development
 - Exploring Educational eBooks
- 14. Embracing eBook Trends
 - Integration of Multimedia Elements

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