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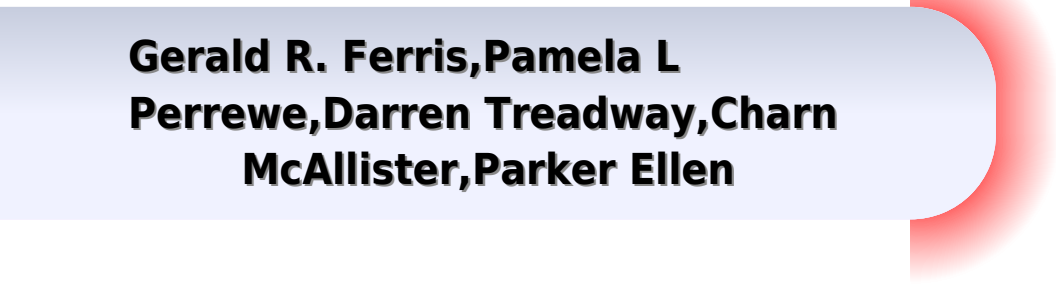


IMPACT ON WORK EFFECTIVENESS

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Political Skill At Work Impact On Work Effectiveness

**Gerald R. Ferris, Pamela L
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Political Skill at Work Gerald R. Ferris, Pamela L. Perrewe, B. Parker Ellen III, Charn P. McAllister, Darren C. Treadway, 2011-06-17 Why is political skill so important in business In today s organizations career success depends more on political skill the ability to influence motivate and win support from others than on almost any other characteristic Political Skill at Work delivers the how to influence at work not just the what The authors of this innovative study explore how people high in political skill are more successful at getting hired building a reputation and establishing leadership From the worlds of business politics education and sports they offer compelling examples of political skill in action And for the first time they provide ways to measure and enhance this powerful ability Anyone interested in personal or professional development will find this book worthwhile

Political Skill at Work: Revised and Updated Gerald R. Ferris, Pamela L Perrewe, Darren Treadway, Charn McAllister, Parker Ellen, 2020-07-09 Political skill is a characteristic that can facilitate good things for individuals and their organizations Yes it is possible that political skill can be used and to get away with self serving acts at the expense of others but contrary to the stereotypical perceptions of being political political skill is about more than manipulation In fact political skill enables people to build trust and forge positive relationships and leaders often need it to influence others and access resources critical to their teams success This edition has been revised and updated with more than 15 years of additional research on political skill as well as new examples that demonstrate why in today s organizations career success depends more on political skill than on almost any other characteristic

Political Skill at Work Gerald R. Ferris, 2010-09-01 With examples of individuals using political skill to succeed in the corporate world government education and sports the authors explore what political skill is and isn t why and how it works and how it can be measured and developed They define four key dimensions of political skill social astuteness interpersonal influence networking ability and apparent sincerity Their 18 item Political Skill Inventory measures strength in these areas

Strategic Safety Management in Construction and Engineering Patrick X. W. Zou, Riza Yosia Sunindijo, 2015-03-26 Although the construction and engineering sector makes important contributions to the economic social and environmental objectives of a nation it has a notorious reputation for being an unsafe industry in which to work Despite the fact that safety performance in the industry has improved injuries and fatalities still occur frequently To address this the industry needs to evolve further by integrating safety into all decision making processes Strategic Safety Management in Construction and Engineering takes a broad view of safety from a strategic decision making and management perspective with a particular focus on the need to balance and integrate science and art when implementing safety management The principles covered here include the economics of safety safety climate and culture skills for safety safety training and learning safety in design risk management building information modelling and safety research methods and the research practice nexus They are integrated into a strategic safety management framework which comprises strategy development implementation and evaluation Practical techniques

are included to apply the principles in the context of the construction and engineering industry and projects Case studies are also provided to demonstrate the localised context and applications of the principles and techniques in practice

The Role of Individual Differences in Occupational Stress and Well Being Pamela L. Perrewé, Daniel C. Ganster, 2011-08-10 Deals with the examination of occupational stress health and well being with particular emphasis on the multi disciplinary nature of occupational stress This title also examines the role of individual difference in occupational stress health and well being

International Review of Industrial and Organizational Psychology 2008 Gerard P. Hodgkinson, J. Kevin Ford, 2008-04-15 Now in its 23rd year the International Review of Industrial and Organizational Psychology has attracted contributions from leading researchers and produced many citation classics Each volume is a state of the art overview of topics spanning the full spectrum of I O psychology and 2008 is no exception Areas covered include leadership development the psychology of careers employee recruitment health promotion in the workplace and politics at work Each chapter is supported by a valuable bibliography For advanced students academics researchers and professionals this remains the most current and authoritative guide to new developments and established knowledge in the field

Stress and Quality of Working Life Ana Maria Rossi, Pamela L. Perrewé, Steven L. Sauter, 2006-03-01 This book was developed for the 2005 International Stress Management Association Conference in Brazil The original book was recently published in Portuguese but because of the popularity of the topics and the world renowned stress scholars who contributed chapters we are very pleased to have the opportunity to publish this work in English A book on the subject is intended to be an additional tool containing information on stress and ways of dealing with pressures and demands because we know that the level of stress will continue to increase We believe that only through information and here you will be able to find the experience and opinion of some of the greatest and best professionals of the world in this field people will manage to live better and more balanced lives This is what ISMA BR wishes and hopes for Have a good reading This volume provides a series of comprehensive summaries of what is now a fast growing literature aimed at understanding the causes effects and prevention of stress in the workplace It begins with three chapters on different sources of stress at work ranging from organizational factors to attributes of workers themselves

An Educator's Guide to Humanizing Nursing Education Chantal Cara, Marcia Hills, 2020-06-05 Delivers specific guidelines for implementing human caring within teaching practices along with a wealth of examples Grounded in the belief that translating caring science within teaching practices will humanize nursing education this important book emphasizes the ways in which teachers can translate Human Caring and Caritas in order to include strategies for establishing authentic caring pedagogical relationships with their students It aims to strengthen Human Caring as the basis for humanitarian teaching and to infuse the learning environment with caring practices for both students and teachers The work provides an antidote for the continuous dominant biomedical and behavioral paradigm in nursing education It includes specific guidelines for implementing Human Caring ethics ontology and

epistemology throughout the teaching learning community and describes how to translate caring values and assumptions into living Caritas as the nurse teachers moral ideal and praxis of authentic caring pedagogical relationships Pragmatic examples provided by administrators teachers and students illustrate the value of a humanitarian caring science paradigm for nursing education and caring praxis Key Features Delivers an internationally renowned scholars perspective on teaching grounded in Human Caring Includes exemplars of educators lived teaching experiences guided by their caring pedagogical praxis Provides examples of students lived learning experiences within a caring teaching environment Offers reflective practice exercises for nurse teachers to enhance their caring pedagogical relationships with students Provides guided caring artistic activities to promote ways of knowing doing being and becoming in nursing education Leader Interpersonal and Influence Skills Ronald E. Riggio, Sherylle J. Tan, 2013-12-04 This edited volume explores different models conceptualizations and measures of leader interpersonal and influence soft skills that are so necessary for effective leadership These include the communication skills persuasion skills political savvy and emotional abilities used by leaders to inspire motivate and move followers toward the accomplishment of goals The book emanates from the two day long 21st Kravis de Roulet leadership conference which brought together top scholars working in this area The intent of the conference and this edited volume is to increase understanding of the interpersonal and influence skills or soft skills of the leader to highlight state of the art research on the topic and to provide clear research based guidelines for the development of leader skills Chapter authors are recognized experts in their respective areas and each section of the book will be introduced by an editor authored chapter reviewing the specific topic area in brief Performance Appraisal and Management Kevin R. Murphy, Jeanette N. Cleveland, Madison E. Hanscom, 2018-02-08 Exploring common challenges and unpacking why performance appraisal often fails in organizations Performance Appraisal and Management uses the latest thinking and research to equip readers with evidence based tools and strategies for overcoming these obstacles

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