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*Perspectivas teó ricas para el
estudio de la gestió n humana*
SAGE Publications

Este libro, que se presenta al público interesado en los temas de la gestión humana en particular y de la administración en general, es el resultado de un esfuerzo realizado por el grupo de investigación Humanismo y Gestión de la Facultad de Ciencias de la Administración de la Universidad del Valle para encontrar un espacio de convergencia en donde confluyeran los intereses académicos e intelectuales de las cuatro líneas de investigación que lo conforman: la gestión humana, las teorías organizacionales y el management, la cultura organizacional y el capital social, gerencia social y responsabilidad social. En el proceso de formulación de una pregunta general de investigación cuyo núcleo central y unidad de análisis era la gestión humana, tal como ésta es llevada a la práctica en las áreas funcionales de las organizaciones empresariales, se produjeron intensas discusiones que condujeron al equipo participante a interrogarse sobre las posibilidades de establecer un carácter interdisciplinario para los estudios de la gestión humana acudiendo a los campos del saber subyacentes en sus líneas de investigación: la administración, las ciencias humanas, la antropología y la sociología. Esta tarea, arriesgada y novedosa, impuso el desafío de construir redes teóricas conceptuales que vincularán de manera razonable, coherente y enriquecedora el estudio de la gestión humana, como teoría y práctica, inscrita en el campo disciplinar administrativo con sus aledaños en el mismo campo: el management, la planeación estratégica de los recursos humanos, los estilos de dirección y el liderazgo y la

administració n de proyectos. Pero tambié n lograr una articulació n de esa misma naturaleza con nociones inscritas en los á mbitos socioló gico y antropoló gico como el capital social y la cultura organizacional respectivamente.

Distributed Leadership
Programa Editorial UNIVALLE Understanding the interrelationship of business, society and government is vital to working at any level in a company of any size. This text uses a case analysis approach to explore this interrelationship in today' s high-tech global community. The authors crystallize the complex array of issues that business leaders, managers, and employees face in market and nonmarket environments, from balancing stakeholder interests and dealing with government regulations to managing crises and making socially responsible and ethical decisions. Technical concepts come to life through a variety of cases and case questions, thought-provoking personal and professional applications, ethical dilemmas, and practical exercises. Furthermore, an appendix offers approaches to case analysis and includes a case analysis table that serves as a model for students and professors. With its thorough coverage of relevant issues and skill-building elements to stimulate critical thinking, this text will prepare students to understand and confront real-world business concerns.

Employee—Organization Linkages Editorial Universidad de Guadalajara The Doctor of Nursing Practice: A Guidebook for Role Development and Professional Issues, Third

Edition is a comprehensive guidebook for role development of the DNP student. This text covers potential roles of the DNP graduate, including leader, clinician, educator, ethical consultant, and health policy advocate. The Third Edition also addresses professional issues, such as the title of doctor, educating others about the degree, making the decision to pursue the DNP degree and marketing oneself as a DNP. The future of the DNP degree is also discussed. New Features: -New Chapter on the DNP graduate as information specialist -New Chapter on issues pertaining to the BSN to DNP track -Updated interviews with a focus on leadership *Jóvenes en Movimiento en el Mundo Gobalizado.* Harvard Business Review Press This book brings together a rich collection of material on management and organization in agri-food chains and networks. Producers, processors, traders and retailers of agricultural and food products operate in an economic and institutional environment that is increasingly dominated by global developments. Therefore, organizing efficient and effective supply chains as well as managing collaboration among

participating firms requires an international perspective. This book presents theoretical and practical insights from many different parts of the world. Topics covered include classical supply chain management issues like logistics, information exchange (e.g. tracking and tracing), quality control, safety assurance, and chain performance. Other timely issues covered are joint innovation, and shared responsibility for sustainability in agri-food supply chains. Special attention is given to issues of governance and organization of chains and networks, for example, by focussing on the role of producer organisations (such as farmer cooperatives) in their effort to combine horizontal and vertical collaboration in the international upply chain. This book is relevant for both academics and managers interested in the latest advances in research on management and

organization of international agri-food chains and networks.

Educating Citizens John Wiley & Sons
In this book, some of the world's leading scholars come together to describe their thinking and research on the topic of the psychology of leadership. Most of the chapters were originally presented as papers at a research conference held in 2001 at the Kellogg School of Management of Northwestern University. The contributions span traditional social psychological areas, as well as organizational theory; examining leadership as a psychological process and as afforded by organizational constraints and opportunities. The editors' goal was not to focus the chapters on a single approach to the study and conceptualization of leadership but rather to display the diversity of issues that surround the topic. Leadership scholars have identified a host of approaches to the study of leadership. What are the personal characteristics of leaders? What is the nature of the relation between leaders and followers? Why do we perceive some people to be better leaders than others? What are the circumstances that evoke leadership qualities in people? Can leadership be taught? And so on. The contributions to this book examine these important questions and fall into three categories: conceptions of leadership, factors that influence the effectiveness of leadership,

and the consequences and effects of leadership on the leader. All in all, the chapters of this volume display part of a broad spectrum of novel and important approaches to the study of the psychology of leadership. We hope that they are equally useful to those who are or would be leaders and to those who study the topic. As recent events have served to remind us, it is too important a topic to be ignored by psychologists.

The Leadership Experience Psychology Press

Culture, Leadership, and Organizations reports the results of a ten-year research program, the Global Leadership and Organizational Behavior Effectiveness (GLOBE) research program. GLOBE is a long-term program designed to conceptualize, operationalize, test, and validate a cross-level integrated theory of the relationship between culture and societal, organizational, and leadership effectiveness. A team of 160 scholars worked together since 1994

to study societal culture, organizational culture, and attributes of effective leadership in 62 cultures. Culture, Leadership, and Organizations: The GLOBE Study of 62 Societies reports the findings of the first two phases of GLOBE. The book is primarily based on the results of the survey of over 17,000 middle managers in three industries: banking, food processing, and telecommunications, as well as archival measures of country economic prosperity and the physical and

psychological well-being of the cultures studied.

Skills of an Effective Administrator World Bank Publications

This illuminating study critiques the concept of leadership as understood in the last 75 years and looks to the twenty-first century for a reconstructed understanding of leadership in the postindustrial era. More similarities in past decades were found than had been thought; the thread throughout Rost's book is that leadership was conceived of as good management. He develops a new definition and paradigm for leadership in this volume that distinguishes leadership from management in fundamental ways. The ethics of leadership from a postindustrial perspective completes the paradigm. The book concludes with suggestions that can be immediately utilized in helping to transform our understanding of leadership. *Educación, Desarrollo e Innovación Social* South Western Educational Publishing

En esta obra se analizan las diferentes formas de estilo y liderazgo, lo que se debe de tomar en cuenta en la formación del líder para que descubra sus habilidades y capacidades de conducción, y si carece de ellas, la manera en que las podrá desarrollar. El libro está estructurado en forma didáctica cumple con los requerimientos de la enseñanza e incluye los contenidos necesarios para la formación de líderes en los contextos político,

social y económico. *Project Leadership* Andavira Offers an empirical, ``total'' system approach that determines which characteristics of managers enable them to be effective in various management jobs. Presents a large-scale, intensive study (2,000 managers holding 41 different jobs in 12 organizations) that provides a context for identifying the special characteristics, as well as assessing and developing managerial talent. Develops a logical, integrated model of managerial competence that explains the relationship of these characteristics to each other, to the functions of the management job, and to the key aspects of the internal organizational environment. Also introduces a model of individual competence. *Distributed Leadership* Editorial Newton Edición y Tecnología Educativa "Project Leadership unveils a chapter-by-chapter program for developing the skills of a leader. You discover techniques for matching individuals' talents to specific tasks ... skills for delegating authority without fear of losing control ... physical approaches for quickly building rapport with other persons ... tips for acquiring credibility in an unfamiliar setting ... and much more."--BOOK JACKET. **Empowerment and Poverty Reduction.** John Wiley & Sons 10 ways to tap into your social genius *Not Bosses But Leaders* Pearson Higher Ed Alma Harris The ?eld of school leadership is currently preoccupied with the idea of distributed leadership. Few ideas, it seems, have provoked as much attention, debate and c- troversy.

Whatever your position on distributed leadership, and you cannot fail to have one, it is irrefutable that distributed leadership has become the leadership idea of the moment. Yet, it is an idea that can be traced back as far as the mid 20s and possibly earlier. So why the interest? Part of the answer can be found in a move away from theorizing and empirical enquiry focused on the single leader. This shift has undoubtedly been fuelled by structural changes, within schools and across school systems that have resulted in - ternative models or forms of leadership practice. Evidence highlights how those - cupying formal leadership positions are increasingly recognizing the limitations of existing structural arrangements to secure organizational growth and transformation (Fullan et al. , 2007; Harris et al. , 2008; Chapman et al. , 2008). As a consequence, many heads and principals are actively restructuring, realigning and redesigning leadership practice in their school (Harris, 2008). While the terminology to describe such changes varies, the core principle is one of extending or sharing leadership practice. While scholars have long argued for the need to move beyond those at the top of organizations in order to examine leadership (Barnard, 1968; Katz and Kahn, 1966) until relatively recently, much of the school leadership literature has tended tofocusupontheheadortheprincipal .

Lí deres y liderazgo
Programa Editorial UNIVALLE
Creating value through Operations Management. Operations Management provides readers with a comprehensive framework for addressing operational process and supply chain issues. This text uses a systemized approach while focusing on issues of current interest. NOTE: This is the standalone book, if you want

the book/access card order the ISBN below. 0132960559 / 9780132960557 Operations Management: Processes and Supply Chains Plus NEW MyOMLab with Pearson eText -- Access Card Package Package consists of 0132807394 / 9780132807395 Operations Management: Processes and Supply Chains 0132940477 / 9780132940474 NEW MyOMLab with Pearson eText -- Access Card -- for Operations Management: Processes and Supply Chains Culture, Leadership, and Organizations Dell Educating Citizens reports on how some American colleges and universities are preparing thoughtful, committed, and socially responsible graduates. Many institutions assert these ambitions, but too few act on them. The authors demonstrate the fundamental importance of moral and civic education, describe how the historical and contemporary landscapes of higher education have shaped it, and explain the educational and developmental goals and processes involved in educating citizens. They examine the challenges colleges and universities face when they dedicate themselves to this vital task and present concrete ways to overcome those challenges.

Administración de Proyectos John Wiley & Sons Distributed leadership has become an important term for educational policymakers, practitioners, and researchers in the United States and around the world, but there is much diversity in how the term is understood. Some use it as a synonym for democratic or participative leadership. This book examines what it means to take a distributed perspective based on extensive research and a rich theoretical perspective developed by experts in the field. Including numerous case studies of individual schools and providing

empirically based accounts of school settings using a distributed perspective, this thorough volume: Explores how a distributed perspective is different from other frameworks for thinking about leadership. Provides clear examples of how taking a distributed perspective can help researchers understand and connect more directly to leadership practice. Illustrates how the day-to-day practice of leadership is an important line of inquiry for scholars and for those interested in improving school leadership.

Business, Society, and Government Essentials Greenwood Publishing

Group While there is a widespread belief that some people are born to lead, the existence of an 'ideal manager' is almost entirely a myth. Basic skills - the ones that most employees can learn - are often more important than personality traits. In Skills of an Effective Administrator, Robert L. Katz identifies the three fundamental abilities companies should seek to develop in their managers. Find out for yourself how these vital skills can be put to work today. Since 1922,

Harvard Business Review has been a leading source of breakthrough ideas in management practice. The Harvard Business Review Classics series now offers you the opportunity to make these seminal pieces a part of your permanent management library. Each highly readable volume contains a groundbreaking idea that continues to shape best practices and inspire countless managers around the world.

Management Fundamentals McGraw Hill Professional

Employee-Organization Linkages: The Psychology of Commitment, Absenteeism, and Turnover summarizes the theory and research on employee-organization linkages, including the processes through which employees become linked to work organizations, the quality of such linkages, and how linkages are weakened or severed. The text identifies the determinants of employee commitment, absenteeism, and turnover, as well as their consequences for the individual, work groups, and the larger organization. The book also presents conceptual models on how employees become committed to, decide to be absent from, and decide to leave their organizations. Human resource practitioners, managers, employers, and industrial psychologists will find the book very informative and insightful.

Coping with Life Challenges
Kogan Page Publishers
Everyone faces difficult decisions in life, and this book is designed to provide readers with coping strategies and skills they can use to make the most of difficult situations. Writing in a direct, easy-to-understand style, Kleinke offers very practical, "do-able" suggestions. After completing Kleinke's book, readers will have an expanded repertoire of coping skills that will give them greater control of their lives.
Management Effectiveness Routledge
El presente libro se motiva ante todo como producto de tres razones. La primera, la importancia que el tema de los estilos de dirección y liderazgo ha adquirido en el ámbito tanto empresarial como académico; la segunda, el deficiente conocimiento y la poca documentación que

existe a nivel general en Colombia, y en particular en el departamento del Valle del Cauca sobre aquellos estudios en los que se destacan los aspectos característicos del estilo de dirección y liderazgo; finalmente, la necesidad de contar con un modelo que permita caracterizar y analizar, de acuerdo con las particularidades de nuestro contexto, los estilos de dirección y liderazgo, dado que, como sucede en la literatura administrativa en general, la mayoría de las teorías, modelos y estudios propuestos obedecen a realidades propias de otras latitudes, principalmente la norteamericana. Así, teniendo como principal referente un proceso de revisión teórica sobre los modelos de los estilos de dirección y liderazgo, en el libro se desarrolla un modelo que permite establecer y analizar los aspectos o factores característicos del estilo de dirección y liderazgo. La estructura general del modelo está compuesta por el análisis de dos dimensiones a las que podría orientarse el dirigente, una referente al énfasis en las tareas (resultados), la otra al énfasis en las relaciones (personas). A partir de dicha bidimensionalidad se construyen cuatro estilos de dirección y liderazgo: el indiferente, el tecnicista, el sociable y el sinérgico. La prueba empírica del modelo se desarrolló sobre dos dirigentes del área de gestión humana en dos organizaciones de diferente sector económico del departamento del Valle del Cauca (Colombia). De esta manera, a través de la construcción de un modelo de análisis y el desarrollo de un enfoque metodológico que permite caracterizar el estilo de dirección y liderazgo de los

dirigentes, el libro busca aportar para que legos, expertos y empresarios avancen en su proceso de acercamiento y comprensión de dicho fenómeno organizacional, al tiempo que se generan las condiciones teórico-metodológicas para que estudiantes, tanto a nivel de pregrado como de postgrado, continúen desarrollando trabajos de investigación en torno a los estilos de dirección y liderazgo en las organizaciones colombianas. **Liderazgo en acción** Wadsworth Publishing Company A groundbreaking, inspiring book for businesses, managers, and individuals on how to achieve the absolute best by focusing on strengths and steering away from weaknesses, this revolutionary, humanistic approach to business will transform companies, build careers, and change lives.