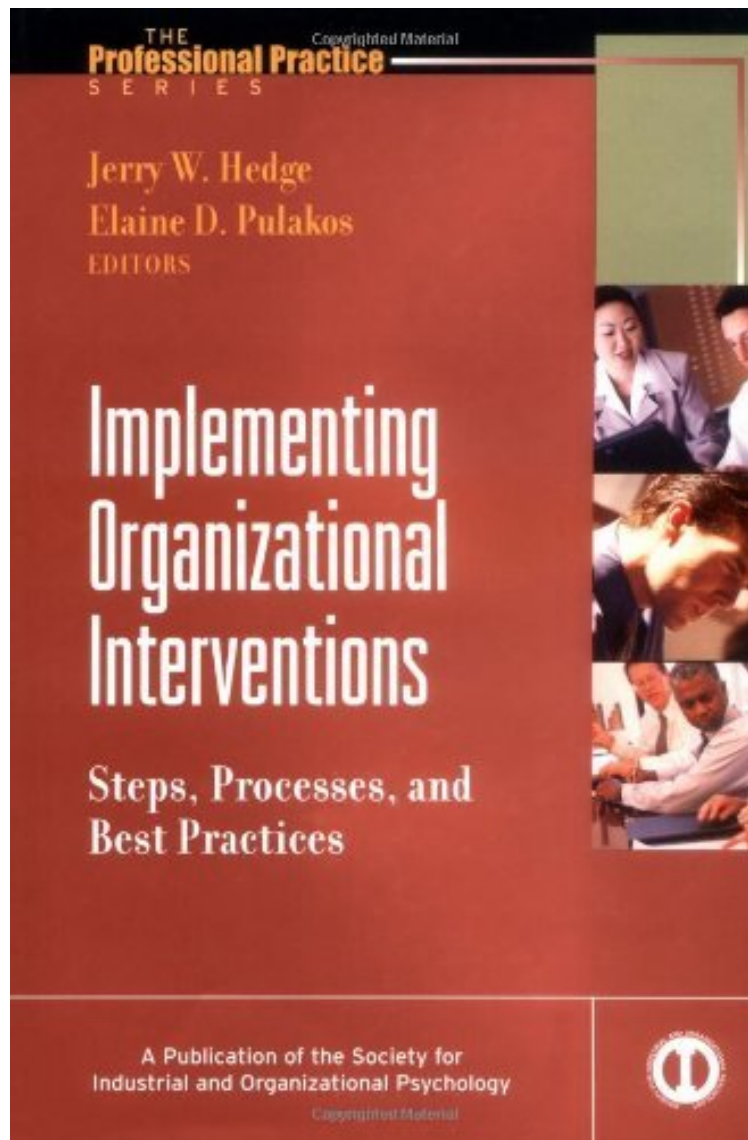


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Implementing Organizational Interventions: Steps, Processes, and Best Practices (J-B SIOP Professional Practice Series)

From Pfeiffer

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With emphasis on actually implementing organizational interventions in a variety of cultures and climates, this nuts-and-bolts guide covers all the bases. It not only provides readers with expert advice on confronting the variables that effect a broad array of organizational interventions, but also offers practical guidance for increasing the probability of success. Chapters are arranged around major content areas, including staffing, performance management, reward systems, and organizational strategy, and focus on the primary steps involved, issues that must be considered, and decisions that must be made. First-hand accounts by the contributors illuminate real-world application.

From the Inside FlapIn order to be effective, implementation of organizational interventions requires careful planning and coordination at all stages of the process. Industrial psychologists (both consultants and those in-house) who provide their clients with guidance on this strategic process have often struggled with how to find the best approach that will ensure desired results. Written by experts in the field, this much-needed book fills a void in the literature by offering a guide that focuses on the implementation of organizational interventions. It is filled with concrete models, strategies, and tools for effective implementation and a review of the most current thinking and research related to the topic. Addressing a broad range of topics, *Implementing Organizational Interventions* Offers information on how to intervene in the merger and acquisition process to ensure financial and strategic objectives Explores the steps needed to design and implement a succession planning system that will maximize the success of future leaders s the critical factors associated with information technology project success and failure Highlights the wide variety of compensation systems available and the key challenges in designing and implementing reward systems Reveals the development and implementation of practical performance management systems that fit the culture and business needs of an organization Includes a useful model (ADDIE) for the successful implementation of training programs. In addition, the book explains the steps needed for the successful implementation of a large-scale selection program and explores the challenges associated with global and cross-cultural implications of specific interventions. Throughout the book, the contributors include practical examples and lessons learned from situations they have encountered in the course of implementing their own interventions.From the Back CoverPresented by the Society for Industrial and Organizational Psychology, this essential resource offers practical models, strategies, and guidance for effective implementation of organizational interventions. Written by top experts in the field of industrial and organizational psychology, it offers practical advice for dealing with the myriad challenges that affect a wide range of organizational interventions--such as staffing systems, performance management, reward systems, and organizational strategy--and shows how to successfully implement them. In addition, the book is filled with practical lessons learned from real-life intervention experiences. Contributors include: David W. Dorsey Ben E. Dowell Scott L. Eggebeen Carolyn A. Gallagher Craig Hall Jerry W. Hedge Lennox E. Joseph Gerald E. Ledford Jr. Mitchell Lee Marks Paul W. Mulvey Maria Veronica Park Elaine D. Pulakos Nancy L. Rotchford Mark S. Teachout Nancy T. TippinsAbout the AuthorJerry W. Hedge is president and chief operation officer of Personnel Decisions Research Institutes. He is a fellow of the Society for Industrial and Organizational Psychology (SIOP) and the American Psychological Association. He currently serves on the editorial board of SIOP's Professional Practice Series. Elaine D. Pulakos is executive vice president and director of Personnel Decisions Research Institutes' Washington D.C. office. She is a fellow of the American Psychological Association and the Society for Industrial and Organizational Psychology (SIOP) and has served as SIOP president.