

GENDER	FEMALES	MALES
NUMBER:	126 (76%)	30 (24%)
CHARACTER OF WORK (NORM=34.5)		
MEAN	23.9	21.6
SD	9.9	13.2
LEVEL OF PAY (NORM=25.0)		
MEAN	23.1	19.5
SD	12.4	15.3
OPPORTUNITY FOR PROMOTION (NORM= 17.4)		
MEAN	17.6	18.0
SD	14.0	15.1
QUALITY OF SUPERVISION (NORM=39.3)		
MEAN	33.2	32.7
SD	14.6	15.7
PEOPLE ON THE JOB (NORM=40.3)		
MEAN	32.5	31.4
SD	14.3	18.1
OVERALL SATISFACTION (NORM= 156.5)		
MEAN	131.7	125.6
SD	42.6	42.5

Job Descriptive Index Scoring

James G. Anderson, Carolyn Aydin



Job Descriptive Index Scoring:

Human Resource Management in Sport and Recreation P. Chelladurai, 2006 The second edition of this groundbreaking text continues to guide students toward a greater understanding of human resource management in the sport and recreation environment Human Resource Management in Sport and Recreation Second Edition provides future practitioners with a solid foundation in research and application of human resource management for success in the sport industry With more than 30 years of experience in management of human resources Dr Packianathan Chelladurai provides an understanding of the dynamics of human resources and management bringing into focus the three divergent groups of people who constitute human resources in sport and recreation organizations paid professional workers volunteers and the clients themselves Dr Chelladurai goes on to match managerial processes with individual differences among those three groups Human Resource Management in Sport and Recreation Second Edition merges the fields of human resource management and the sport industry in an easy to read manner Its updated references examples and studies reflect the increased growth interest and complexity in human resource management in sport in recent years This new edition places a greater emphasis on managerial competencies the strategic importance of human resource management and the implications of organizational justice There is also a new chapter on internal marketing a concept that has not been addressed adequately in a sport context but deserves attention as sport and recreation organizations better understand the importance of human resource management This new chapter details the potential impact of internal marketing and outlines its uses Student comprehension is aided by several special elements including Viewpoint sidebars providing quotes and findings from experts and researchers Review sidebars highlighting key points and practical sidebars detailing applications of research or problems that practitioners must be aware of The book also includes learning objectives summaries key terms and end of chapter activities Part I outlines the unique and common characteristics of the three groups in human resources Part II focuses on differences among people and how the differences affect behavior in sport and recreation organizations This part covers human resource issues related to abilities personality values and motivation among the three sets Part III explores significant organizational processes in the management of human resources Included are chapters on organizational justice job design staffing and career considerations leadership performance appraisal reward systems and internal marketing Finally part IV discusses two significant outcomes expected of human resource practices satisfaction and commitment Human Resource Management in Sport and Recreation Second Edition will guide students understanding of key concepts in human resources in the sport and recreation industry In doing so it will prepare them for a career in that industry **Users' Manual for the Job Descriptive Index (JD1; 1997 Revision) and the Job in General (JIG) Scales** William K. Balzer, Patricia Cain Smith, David A. Kravitz, 1990 *Work in the 21st Century* Frank J. Landy, Jeffrey M. Conte, 2010 The workplace in the 21st century is technological and multi cultural Work is often accomplished in teams This work provides

students with an up to date knowledge based that will enable them to apply the principles of I O psychology to themselves supervisors subordinates and fellow workers *Introduction to Industrial/Organizational Psychology* Ronald E.

Riggio,2017-09-19 *Introduction to Industrial Organizational Psychology* provides an accessible approach to psychological theory and its applications to the world of work Using both classic theories and research along with the latest developments and innovations this student centered text shows practical applications of theoretical concepts using examples from work situations that students may be familiar with such as service industries internet companies and startups in addition to traditional office and factory work settings Each chapter includes key terms and review questions and the text features special sections highlighting applications of I O psychology theories psychological approaches to everyday work situations and current areas of research and practice The seventh edition is thoroughly updated to include the latest research on each key topic It also includes expanded coverage of international issues job engagement and emerging topics in the field such as workplace bullying virtual teams and organizations agile organization structures and web based training and assessment The book will be of interest to undergraduate students in introductory I O psychology or psychology of work behavior courses For additional resources please consult the Companion Website at www.routledge.com/cw/riggio where instructors will find an expanded instructor s manual test bank and lecture slides and students will find chapter summaries and learning objectives Ronald E Riggio is the Henry R Kravis Professor of Leadership and Organizational Psychology at Claremont McKenna College He has published nearly two dozen authored or edited books and more than 150 articles and book chapters **Test**

Development and Validation Gary Skaggs,2022-01-04 *Test Development and Validation* by Gary Skaggs summarizes the latest test theories frameworks for test development and validation and guidance for developing tests in straightforward language in one core text Students looking for clear concise explanations of measurement validity and test development within a real world context and with numerous examples will find this book to be an excellent learning resource Author Gary Skaggs takes years of experience teaching test development to graduate students across social and behavioral sciences and consulting on a wide variety of government and institutional research projects to offer students a thorough jargon free and highly applied book to help propel their own research and careers Part I of the book *The Big Picture* sets the stage for test development placing it within the larger context and history of measurement emphasizing measurement concepts and their evolution over time Part II *Test Development* covers the technical details of instrument and test development in logical order Validation Part III links the conceptual bases provided in Part I with the technical process provided in Part II to conclude the book For those students wanting to go further software suggestions are referenced in the technical chapters while Further Reading sections offer the original sources for more details Exercises and Activities at the end of each chapter provide students a variety of ways to apply their knowledge from conceptual questions to brief project ideas to data analysis problems **Encyclopedia of Industrial and Organizational Psychology** Steven G. Rogelberg,2007 Publisher

description **Introduction to Industrial and Organizational Psychology** Ron Riggio, 2015-07-17 Demonstrates the connection between psychological theory and application in the field of Industrial Organizational Psychology Introduction to Industrial Organizational Psychology is a student centered real world driven program designed and written with the student in mind giving examples and illustrations relevant to their world of work The sixth edition continues to be accessible to students while maintaining a comprehensive coverage of the classical and new topics With more student oriented features instructors will find this the most thoroughly referenced I O psychology and student accessible text on the market Learning Goals Upon completing this book readers will be able to Connect psychological theory in the field of industrial organizational psychology and apply the concepts to their everyday world of work Be familiar with classic theories and research along with the latest developments and innovations in the field Understand the overview of the world of work Human Resource Management in Sport and Recreation-3rd Edition Chelladurai, Packianathan, Kerwin, Shannon, 2017-04-13 Human Resource Management in Sport and Recreation Third Edition guides readers toward a greater understanding of human resource management in sport and recreation environments *Technical Report* , 1979 Handbook of Marketing Scales William O. Bearden, Richard G. Netemeyer, 1999-11-12 Marketing scholars and marketing research practitioners will find this book useful It offers an excellent sourcebook for a variety of scales and the reviews of the scales are thoughtful and well crafted The book includes many of the most widely used scales in the field Its relatively modest price will also make it particularly attractive Journal of Marketing Research This Second Edition of the highly successful Handbook of Marketing Scales is an essential time saving resource for all marketing professionals researchers and graduate students After an exhaustive search of the field s major publications they have included only those measures of most use to researchers **Handbook of Tests and Measurement in Education and the Social Sciences** Paula E. Lester, Deborah Inman, Lloyd K. Bishop, 2014-12-05 The Handbook is intended for all researchers in education and the social sciences undergraduate students to advanced doctoral students and research faculty Part I provides an introduction to basic quantitative research methods including analysis and interpretation of statistical tests associated with each method Examples of qualitative designs and mixed methods research are also included A chapter on measurement techniques in education and the social science is provided Part II of the Handbook includes over a 130 instruments organized under 40 topics extracted from the research literature Each instrument is discussed in detail concerning its measurement characteristics used in its development A section also includes Instruments Available through Commercial Organizations which provide the latest sources for teacher and principal evaluation New to This Edition Enhanced chapters concerning Quantitative research methods with analysis and interpretation of research data appropriate to each statistical test Detailed chapter of measurement procedures used in instrumentation development including the appropriate application of reliability and validity tests item analysis and factor analysis with analysis and interpretation of research data Introduction to Qualitative research design and appropriate methods and the application of

mixed methods in research design Expanded section of actual research instruments available for measurement purposes in education and social science research Enhanced section including Instruments Available through Commercial Organizations This provides the latest sources for teacher and principal evaluation

The measurement of Satisfaction in work and retirement Patricia Cain Smith, Lorne M. Kendall, Charles L. Hulin, 1969

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Evaluating the Organizational Impact of Health Care Information Systems James G. Anderson, Carolyn Aydin, 2006-04-07 Evaluating the Organizational Impact of Health Care Information Systems Second Edition is heavily updated and revised from its First Edition which is entitled Evaluating Health Care Information Systems Methods and Applications The much needed Second Edition is a guide for evaluating the organizational impacts of computer systems in health care institutions It provides a practical guide for determining the appropriate questions to ask based on underlying models of change and the most effective methods available An introduction to various methods is provided as well as appendices containing survey instruments usable in research and evaluation computer programs for data analyses and other evaluation resources The book provides a critical overview of current research and evaluation to date with numerous bibliographic references from health care and other fields The methods and instruments described are applicable to a wide variety of other organizations that utilize information technology and they emphasize the importance of clearly specifying the

purpose of the evaluation recognizing assumptions about organizational change and using a multi method approach to system evaluation The material presented is drawn from a variety of social and health science disciplines in order to integrate the study of information system with social science theory and methods Chapter highlights include Cognitive Approaches to Evaluation Computer Simulation as an Evaluation Tool and Research and Evaluation Future Directions Evaluating the Organizational Impact of Health Care Information Systems Second Edition is timely since annual investment in information technology by health care organization in the U S now exceeds 15 billion It will prove valuable to physicians nurses other health care providers health care administrators information systems personnel and consultants who are involved in planning developing implementing utilizing and evaluating computer based health care systems **Social Work Supervision** Carlton E. Munson,1979-04-01 A comprehensive view of historical and current approaches to social work supervision which includes one of the most extensive bibliographies ever compiled on the subject In this overview of historical and current approaches to social work supervision topics range from the first documented origins of supervision to the field s future trends with special emphasis on organizational authority and the increasingly controversial issue of professional autonomy In Social Work Supervision the author offers social work students instructors and practicing supervisors valuable practical guidelines and a solid intellectual foundation for an effective and efficient approach to social work supervision in a compact reference work Comprehensive Handbook of Psychological Assessment, Volume 4 Jay C. Thomas,2003-09-18 In one volume the leading researchers in industrial organizational assessment interpret the range of issues related to industrial organizational tests including test development and psychometrics clinical applications ethical and legal concerns use with diverse populations computerization and the latest research Clinicians and researchers who use these instruments will find this volume invaluable as it contains the most comprehensive and up to date information available on this important aspect of practice *Research in Personnel and Human Resources Management* Joseph J. Martocchio,Aparna Joshi,Hui Liao,2012-07-30 This volume contains six papers on important issues in the field of human resources management continuing the tradition of the series to develop a more informed understanding of the field These papers represent excellent scholarship illustrating the truly interdisciplinary character of the field Resources in Education ,1997 *Industrial and Organizational Psychology* Paul E. Spector,2021-08-31 Explore the foundations of and latest developments in industrial organizational psychology from employee and employer perspectives In the newly revised Eighth Edition of Industrial and Organizational Psychology Research and Practice distinguished researcher and psychologist Paul E Spector delivers a robust and up to date review of the industrial organizational field that covers the latest research on contemporary trends and traditional areas of the subject The author draws on four decades of research and teaching experience balancing employee and organizational perspectives by covering issues relating to both employee well being and productivity The new edition places a special focus on how technology is affecting a variety of issues in industrial

organizational psychology especially employee selection and training The growing trend of gamification as it relates to employee assessment motivation and training is discussed Each chapter includes a special feature that links to the author s weekly blog expanding on the topics explained within the book The book includes an instructor guide for using the blog in class The book also offers Current and balanced discussions of the most pertinent issues in industrial organizational psychology today A special focus on the use of technology by employers to impact employee selection and training Practical discussions of gamification as a tool in employee assessment motivation and training Special features in each chapter that link back to the author s popular weekly blog on a variety of industrial organizational issues Perfect for undergraduate and graduate students studying industrial organizational psychology Industrial and Organizational Psychology Research and Practice will also earn a place in the libraries of business students with an interest in organizational psychology seeking an accessible overview of the industrial organizational field **Personnel Management in Action** Arthur A. Whatley,Nelson Lane Kelley,1977

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