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内容简介

Why is common sense so uncommon when it comes to managing people? How is it that so many seemingly intelligent organizations implement harmful management practices and ideas? In his provocative new book, "The Human Equation", bestselling author Jeffrey Pfeffer examines why much of the current conventional wisdom is wrong and asks us to re-think the way managers link people with organizational performance. Pfeffer masterfully builds a powerful business case for managing people effectively - not just because it makes for good corporate policy, but because it results in outstanding performance and profits. Challenging current thinking and practice, Pfeffer: reveals the costs of downsizing and provides alternatives; identifies troubling trends in compensation, and suggests better practices; explains why even the smartest managers sometimes manage people unwisely; demonstrates how market-based forces can fail to create good people management practices, creating a need for positive public policy; and provides practical guidelines for implementing high-performance management practices. Filled with information and ideas, "The Human Equation" provides much-needed guidance for managing people more wisely and more profitably.

作者简介

Jeffrey Pfeffer is the Thomas D. Dee Professor of Organizational Behavior at the Stanford Graduate School of Business. He is the author of eight books, including *Managing with Power* and *Competitive Advantage through People*, both from HBS Press. He has consulted extensively for companies, universities, and industry associations in the U.S. as well as in 20 other countries.

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