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Jon M. Werner is a professor in the Department of Management at the University of Wisconsin-Whitewater. He earned his Ph.D. in Organizational Behavior from Michigan State University. His research has covered topics such as organizational citizenship behavior, training, performance appraisal, legal issues in human resource management, and team effectiveness, as well as actions that managers can engage in to build trust between employees and management. Professor Werner is co-author of *MERIT PAY*, Second Edition (2005), and serves as Co-editor of *Human Resource Development Quarterly*, and on the Editorial Board of *Academy of Management Learning & Education*.

Randy L. DeSimone is an associate professor in the Department of Management and Marketing at Rhode Island College in Providence, RI. He earned his Ph.D. in Industrial/Organizational Psychology from the University of Akron. His research and teaching interests include training, recruitment and selection, work motivation, and leadership.

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- Sales Rank: #41743 in Books
- Brand: Werner, Jon M./ Desimone, Randy L.
- Published on: 2011-09-22
- Original language: English
- Number of items: 1
- Dimensions: 1.20" h x 7.40" w x 9.10" l, 2.40 pounds
- Binding: Hardcover
- 688 pages

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