Lifespan Development Edition Denise Boyd

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both the practitioner and academic communities have voiced strong opinions regarding the progress of women in reaching the executive suite and the corporate boardroom proponents on each side of the current debate offer evidence suggesting the accuracy of their respective positions one view holds the fight is over the battle is won women are now accepted as outside directors in the preponderance of corporate boardrooms lear 1994 10 an alternative perspective however suggests there is much progress left an illustration of the type of remaining barriers is provided by t j rodgers chief executive officer ceo of cypress semiconductor corp who has commented that a woman s view on how to run our semiconductor company does not help us rodgers 1996 14 regardless of where one falls along the spectrum anchored at one end by the view that women have made substantial progress in reaching the upper echelons of corporations and anchored at the other end by the view that women have barely begun to penetrate the inner sanctum of corporations the central issue is the extent to which women have succeeded in cracking the proverbial glass ceiling the glass ceiling is a metaphorical barrier which prevents women from attaining the upper most organizational positions e g karr 1991 morrison white van velsor and the center for creative leadership 1992 powell butterfield 1994 u s department of labor 1991

publisher description

byars and rue s human resource management 7 e emphasizes the theoretical and practical aspects of hrm the theoretical material is presented throughout the text and highlighted via a marginal glossary the practical aspects of hrm are presented through lively and pedagogically effective examples placed throughout the text as well as in the end of chapter materials the new edition reflects changes in the business world in general and the hrm function within organizations since the previous edition was published

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