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**MANAGERIAL
PROMOTION:
THE DYNAMICS FOR
MEN AND WOMEN**

**Marian N. Ruderman
Patricia J. Ohlott
Kathy E. Kram**

Managerial Promotion

International Monetary Fund



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Managerial Promotion: The Dynamics for Men and Women Marian N. Ruderman, Patricia J. Ohlott, Kathy E. Kram, 1996-08-22 There are subtle but potent differences in the ways decisions are made to promote men and women This publication looks at these differences through a study conducted at one Fortune 500 company It discusses the several ways that the promotion decision process can undermine women s advancement and outlines strategies for making balanced decisions *The Realities of Management Promotion* Marian N. Ruderman, Patricia J. Ohlott, 1994 Promotions are among the most significant rewards a manager can receive They are also important events for an organization Yet little is known about what goes into the actual promotion decision This report documents a study of how the promotion decisions of senior level employees in three Fortune 500 companies were actually made A clearer picture is gained through interviews with those involved in the process and through access to performance appraisals and succession planning documents Labor Market Institutions in China Xinxin Ma, 2024-09-21 This book examines labor market policy and institutional reforms and their impact on outcomes in the Chinese labor market utilizing both institutional and empirical study perspectives It furnishes readers with academic evidence essential for comprehending the transformation of labor policies and institutions within the Chinese context an emerging market economy housing one of the largest workforces globally The main content of this book is divided into two parts i Social institutions and labor market policies encompassing topics such as trade unions and union wage premiums minimum wage regulations and wage distributions labor contracts employment security and the high education expansion policy ii Wage and employment institutions in the workplace including areas such as seniority wages mandatory retirement systems the wage experience profile the dual labor market phenomenon discrimination against women and minority ethnic workers work hours work family conflict job satisfaction and the influences of Communist Party of China membership on managerial promotions This book presents academic evidence on these issues grounded in institutional transition background economic theories and empirical studies It draws upon various Chinese nationwide representative survey datasets This book is highly recommended for readers interested in institutional transitions seeking up to date and in depth empirical studies on the associations between labor policies institutions and labor market outcomes It particularly appeals to those with an interest in the Chinese economy labor policymakers scholars with a background in econometric analysis and managers in companies **Japanese Labour and Management in Transition** Mari Sako, Hiroko Sato, 2013-01-11 Japanese Management and Labour in Transition explores the changing face of Japanese industrial relations Part one of the work outlines recent trends in Japanese labour markets labour law and corporate strategy and explores the responses of both management and labour to pressure posed by these trends Part two analyses the interaction between the state management and labour considering both the macro and the micro levels This compilation of up to date research by leading Japanese scholars challenges the traditional view of lifetime employment and focuses on the growing economic

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