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人际互动双环培训方法的形成与理论检验

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摘 要:本研究的目的是形成一个"管理者个人影响力"培训方案,即以管理人员的认知和行为训练为最终目标。一个完整的培训方案应该以训练程序设计为主体,其中应包括训练主题设计与程序设计两项主要内容;另外,培训方案的有效性还必须有相应的评价工具作为技术保障,这也是培训方法科学性、合理性的体现。本文将对训练程序设计的基本框架,以及训练评价工具的形成中涉及的理论问题进行初步的探讨。

关键词:培训方法;个人影响力;管理人员

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1 人员培训的理论假设

培训过程的一般原理是从角色鉴定、角色比较以及角色改进三个方面,规范建立具体培训方法的过程。本研究保持两个工作重点:一是对该培训方法所涉及的理论问题进行深入的探讨,以访谈、问卷测量等方法,进行相应的数据处理和分析;二是注重该方法在实践中的应用性与有效性。本研究的最终目的是提供一个具体的、可为企业所应用的关于管理人员"个人影响力"的培训方法。

组织角色是指人们对于占有某一职位的个体所期望的一系列行为模式。利用角色这一概念,[illegible]理组中种职的,以及组中的关系。组[illegible]的角色。管理者在种的角色,管理者的效的角色[illegible]角色知是体对某角色的理认中,是个体对在[illegible]该出的行反应的认[illegible]角色认是体对某角色的认的出某种角色的[illegible]角色行在[illegible]角色是种角色则也人[illegible]的出应的行为的认[illegible]个的程行为该的在中工理[illegible]

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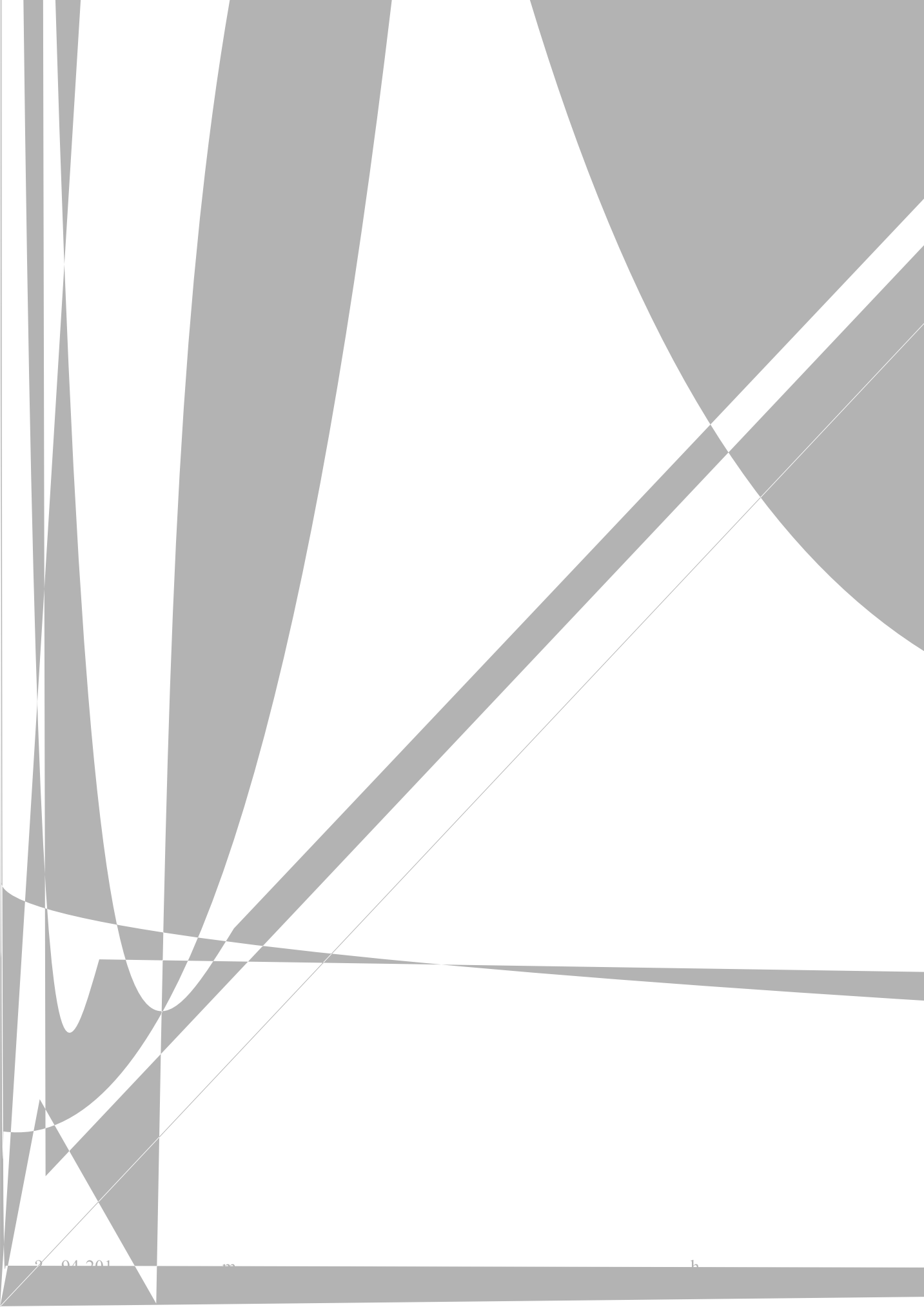

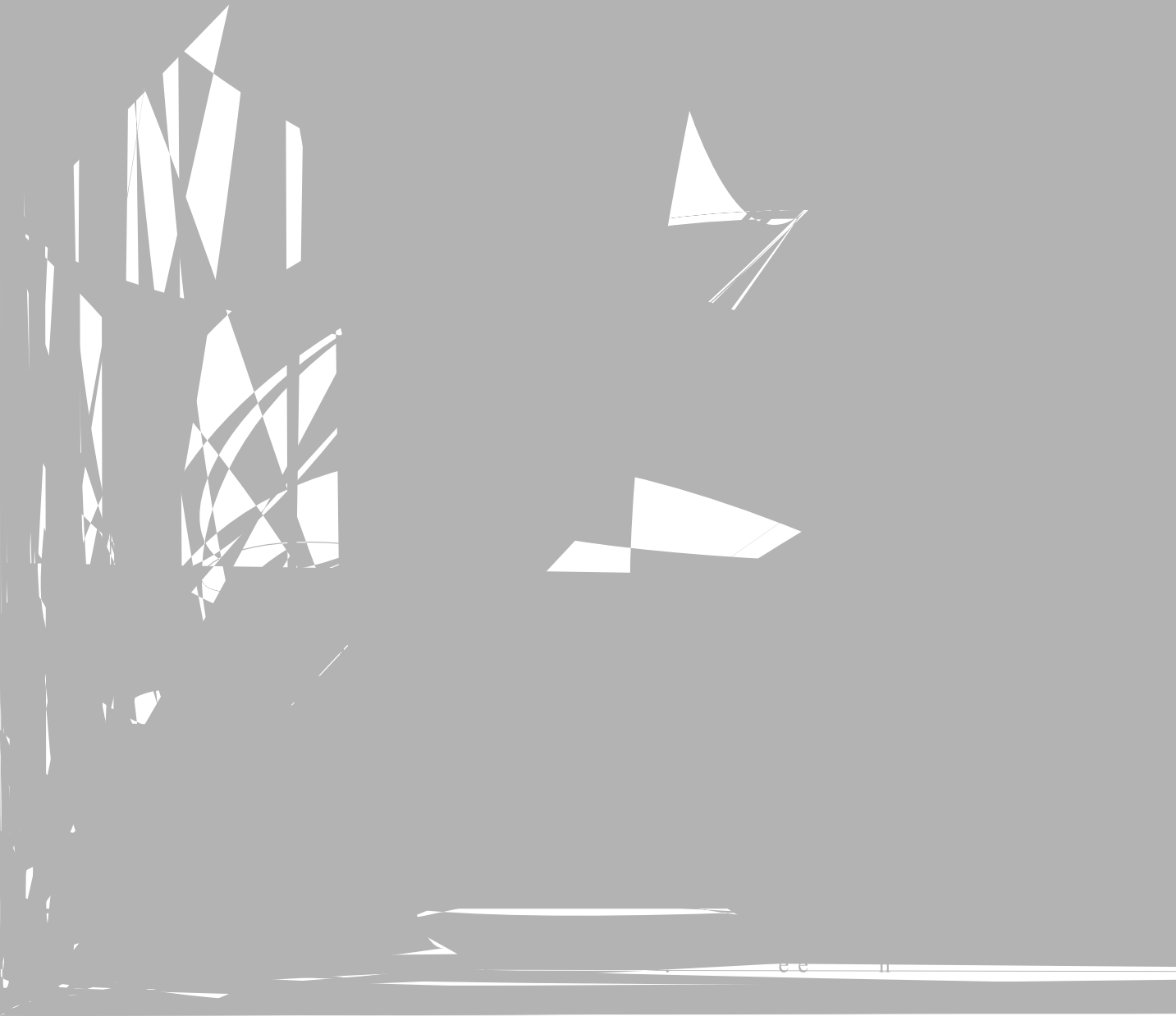

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Forming and examining on the training method of interrelationships

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Abstract: The purpose of this study is to form a training program of "Managers' Individual Influence," whose final target is managers' cognition and behavior. An integrated training program should focus on training design, including subject design and procedure design; In addition, the effectiveness of a training program should have corresponding evaluation tools as its technical guarantee. This also tells whether the training methods are scientific and reasonable. This article is going to make an initial probe into the basic frame of training procedure design and the theoretic problems involved in forming of evaluation tools during the training.

Key words: training method; individual influence; manager

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