

Sammtliche Werke Herausgegeben Von Arthur Mueller. (Mit Gaudys Portrat Im 24. Bande.)



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(Kristy Hermann)

SAMMTLICHE WERKE HERAUSGEGEBEN VON ARTHUR MUELLER. (MIT GAUDYS PORTRAT IM 24. BANDE.)

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RareBooksClub. Paperback. Book Condition: New. This item is printed on demand. Paperback. 26 pages. Original publisher: Alexandria, Va. : U. S. Army Research Institute for the Behavioral and Social Sciences, Leader Development Research Unit, 2003 OCLC Number: (OCoLC)228429059 Subject: Yugoslav War, 1991-1995 -- Bosnia and Hercegovina. Excerpt: . . . This would support the assertion that time within a team is an important influence on collective efficacy beliefs. Collective efficacy is a group level dynamic, however, it is possible that individual level variables can shape or influence the development of this team construct. One potential individual level variable examined was experience. Because more military experience might indicate a better initial understanding of how SFOR works, and less apparent chaos to a newcomer (Saks, 1995), we expected more experience (as indicated by rank and by previous NATO work) to be positively associated with collective efficacy. Overview of the current research The environment in which data was collected was the SFOR HQ. This HQ is an international, professional military climate. The work to be accomplished is staff work such as planning, coordinating, monitoring, and decision-making. There are NATO (Belgium, Canada, Czech Republic, Denmark, France, Germany, Greece, Hungary, Italy, Netherlands, Norway, Poland, Portugal, Spain, Turkey, United Kingdom and United States) and Non-NATO (Albania, Argentina, Austria, Bulgaria, Estonia, Ireland, Finland, Latvia, Lithuan Slovakia, Morocco, Romania, Russia, Slovenia, and Sweden) countries working as part of the SFOR and many of those nations are represented at HQ. Australia and New Zealand also contribute through a special arrangement with the United Kingdom. We were briefed about the complexities associated with establishing any type of cohesiveness or trust in a multinational environment such as this. Cohesiveness and trust are typically associated with high performing teams, but we were also satisfied...

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