

Human Capital Management Achieving Added Value Through People

Creating Value Through People Strategic Human Capital Management Human Capital Management Creating Value Through People Creating Value Through People Creating Value Through Sustainability The Ethical Foundations of Economics Creating Organizational Value through Dialogical Leadership Digital Entrepreneurship and Co-Creating Value Through Digital Encounters Moneyed Money Value in Business Handbook of the Psychology of Religion and Spirituality, Second Edition Economic value of ecosystem services from the deep seas and the areas beyond national jurisdiction Issues in Mathematics Teaching Handbook of the Psychology of Religion and Spirituality, Second Edition Working with People with Learning Disabilities Transforming HR The Law and Ecology of Pesticides and Pest Management Religion, Personality, and Social Behavior Personalizing Politics and Realizing Democracy Mercer, LLC Jon Ingham Angela Baron Francesca Bernini John J. Piderit Rens van Loon Edghiem, Farag Joseph Van Hal Jeffrey Yi-Lin Forrest Raymond F. Paloutzian Food and Agriculture Organization of the United Nations Peter Gates Raymond F. Paloutzian Honor Woods Mark Withers Mary Jane Angelo Vassilis Saroglou Gian Vittorio Caprara

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practical guidance on how to empower people to do their best filled with stories by and fascinating interviews with human capital innovators making a difference through people provides practical guidance on how to empower people to deliver their best performance by employing their guiding principles offering relevant strategies and tactics each interview is preceded by an introduction that provides a biographical recap and a brief discussion of each innovator mercer is the global leader for trusted hr and

related financial advice products and services they work with clients at enhancing the financial and retirement security health productivity and employment relationships of the global workforce m michele burns is chairman and chief executive officer of mercer prior to being named chairman and ceo of mercer ms burns held the position of chief financial officer for mmc

a blueprint for managing people and organizations in the 21st century

human capital management hcm has recently been described as a high level strategic issue that seeks to analyze measure and evaluate how people policies and practices create value put simply hcm is about creating and demonstrating the value that great people and great people management add to an organization this unique book describes how hcm provides a bridge between human resource management and business strategy it also demonstrates how organizations can use the concepts of human resource management and the processes involved to enhance the value they obtain from people while continuing to meet their aspirations and needs baron and armstrong explain how to achieve these objectives using various approaches including describing the concept of hcm and how the process works discussing its application in numerous areas within an organization and examining the role of hr in hcm and the future of the concept it also contains a toolkit which organizations can use to develop their own hcm policies and practices

providing a wealth of hands on practical experience this book provides your organization with the tools facts and know how to empower people to deliver their best performance representing the research mercer is undertaking with regard to talent innovators and talent innovation creating value through people will motivate you to perform at your best and to focus your efforts in ways that create measurable value jacket

marketplace value is a consequence of energising and focusing employees to create and deliver value to make money managers should not spend their time managing money but should instead devote their efforts to the things that produce the money the enthusiasm commitment and drive of the workforce don't manage money manage people

adopting a multidisciplinary approach this book examines the interaction between esg strategies and value creation it highlights how sustainability is a wide ranging concept capable of engaging the social sciences in various ways firstly the study analyses how esg initiatives can enhance value creation using a framework inspired by strategic cost management then it takes an ethical perspective by investigating the ethics washing phenomenon associated with the irresponsible use of artificial intelligence furthermore the focus is on the integration of esg factors into risk management and performance measurement systems through the lens of management accounting and on the interplay between corporate social responsibility and tax avoidance moreover the book proposes a constitutionally oriented reading of corporate sustainability from a legal standpoint it also includes the perspective of financial companies exploring the role of administrative controls in fostering banks commitment to sustainability the study

focuses also on an organizational perspective by exploring how human resource management can support ESG strategies finally the research underlines the corporate model society's benefit to examine its effect on default risk

Piderit explores the failures of mainstream economics and proposes an alternative grounded in natural law his assessment is grounded in the Christian higher law tradition which assumes that objective standards known to human reason should govern society and individuals this book demonstrates both the reasonableness of a distinguished ethical tradition and its capacity to address a wide range of ethical issues economic as well as personal and social Piderit emphasizes that natural law theory underlies the US constitution and informs Catholic Protestant and Jewish worship today

This book demonstrates dialogical leadership which is the workplace application of the dialogical self theory first developed by Dutch psychologist Hubert Hermans in the 1990s it encourages scientists and science practitioners interested in leadership issues to discuss the power of dialogue in solving workplace culture problems Van Loon's work extends the concept of dialogical self theory to the leadership of organizations drawing on social constructionism by the American psychologist Ken Gergen and the leadership framework of British academic Keith Grint this book explicitly links the health of organizations to the psychological and emotional health of those who lead them concluding with the factors of teamwork and motivation dialogical leadership jettisons the idea that organizations are run by superheroes presenting a more realistic picture of the workplace this is the first book to isolate generative dialogue as the key mechanism for successful change and transformation programs in organizations it rejects the idea that successful organizations are rational systems conforming to scripts laid down by leaders and it places dialogue and co-creation reciprocal exchange at the heart of successful change programs it starts from the kinds of questions leaders ask themselves their interior dialogue and the quality of their interactions with others their external dialogues which can as shown in this book be the difference between success and failure

Digital technologies have enabled certain opportunities for industries societies and companies to change for the better the service sector has essentially evolved through significant developments in recent decades such as the increasing adoption of artificial intelligence AI applications and automated technologies including service robots chatbots and virtual assistants both digital transformation and digital entrepreneurship are multifaceted areas that relate to varied emerging technologies that have recently dominated the current service industry these technologies serve to enhance various sociotechnical areas including communication and collaboration as well as co-creating business value and promoting service automation digital entrepreneurship and co-creating value through digital encounters contributes to the services digital transformation and digital entrepreneurship domain by uncovering contemporary innovations used in the modern service industry it supports modern applications of Industry 4.0 digital transformation and entrepreneurship to facilitate value co-creation for contemporary businesses covering topics such as big data management industrial relations and tourist destination selection this premier reference source is an ideal resource for entrepreneurs business owners and managers government

officials policymakers students and educators of higher education librarians researchers and academicians

moneyed money offers insight into how the term money uttered by over 7 billion people daily often remains largely misunderstood despite numerous attempts by governments scholars bankers and international organisations to pin down a definition the conclusion typically echoes jean gabin s sentiment maintenant je sais this time i know however the true understanding often resides with the ordinary person grappling with daily concerns about meeting basic needs the book guides readers through a brief history of the concept of money explores reflections by significant historical academics and delves into the fundamental element of trust and confidence in relation to the precious metal gold moneyed money s conclusion clarifies how with technological innovations even the most impoverished individuals may metaphorically purchase a single onion by utilizing a pure gold instrument for indirect exchange addenda add1 fauteuil academics on money add2 a monetary pitfall called value add3 a quixotic relic add4 john maynard keynes locke d add5 lowndes locke controversy in the 21th c add6 golden governments add7 deceitful banking doctrines add8 a chronology of monetary evolution eight addenda explore various perspectives each adding to the ultimate conclusion of moneyed money i am convinced that not every reader will appreciate my subtly sarcastic tone towards well known political and academic figures appearing in these addenda

this book uses a system based approach to decipher and organize the concepts and conclusions relevant for creating and capturing value in business it develops a scientific theory based on systems science and logical reasoning that is commonly employed in mathematics and natural science the resulting new theory focuses on the organizational nature of the world and the organic and holistic feature of human organizations and their interactions to this end this book identifies a few axioms instead of empirical discoveries on which it reliably constructs the entire theory

widely regarded as the definitive reference this volume comprehensively examines the psychological processes associated with religion and spirituality leading scholars from multiple psychological subdisciplines present developmental cognitive social psychological cultural and clinical perspectives on this core aspect of human experience the forms and functions of religious practices and rituals conversion experiences and spiritual struggles are explored other key topics include religion as a meaning system religious influences on prosocial and antisocial behavior and connections to health coping and psychotherapy new to this edition two chapters on cross cultural issues chapters on spiritual goals emotional values and mindfulness reflects significant theoretical and empirical developments in the field many new authors and extensively revised chapters robust index amplifies the volume s usefulness as a reference tool a choice outstanding academic title

this circular stems from a study carried out for fao projects sustainable fisheries management and biodiversity conservation of deep sea living marine resources and ecosystems in the areas beyond national jurisdiction gcp glo 366 gff and deep sea sponge grounds ecosystems of the north atlantic an integrated approach towards their preservation and sustainable exploitation gcp glo 679 ec these projects

included outputs related to the economic valuation of goods and services provided by the deep seas in areas beyond national jurisdiction this study compiled an estimate of the total economic value of the deep seas which considered the provision of deep water fish the harvest of precious corals the use of substances of marine origin as pharmaceuticals the extraction of deep and ultra deep oil and the potential mining of mineral resources from the seafloor carbon sequestration carried out by the deep seas the importance of scientific research in the deep seas and touristic activities with submersibles to visit sites such as the titanic shipwreck comprehensively the tev assessed for the deep sea ecosystem as a whole is estimated at usd 267 billion per year ninety two percent of the economic value originates from abiotic resources oil and minerals 5 percent from biotic resources fish corals and pharmaceuticals of marine origin 2 percent from cultural services scientific research and tourism recreation and 1 percent from carbon sequestration

containing a range of issues relating to the teaching of mathematics this text builds on knowledge already gained on itt and pgce courses and encourages teachers to consider and reflect on the issues that affect their teaching skills

paloutzian experimental and social psychology westmont college and park psychology u of connecticut provide a 33 chapter handbook on the psychology of religion and spirituality for social and clinical psychologists pastoral counselors and students and researchers in psychology and religious studies psychologists and a few religious studies specialists from the us and some countries in europe address the foundations including definitions core issues measurement assessment research methods psychodynamic psychology and religion and evolutionary psychology as a foundation for the psychology of religion religious and spiritual development across the lifespan and the neural and cognitive bases of religion and connections to emotion personality culture and social behavior they discuss religious practices and rituals conversion experiences prayer spiritual struggles fundamentalism forgiveness values and morality and implications for individual and collective well being in terms of health mental health coping psychotherapy workplace spirituality research terrorism and other areas new topics in this edition include cross cultural issues spiritual goals emotional values and mindfulness most chapters have been redesigned or rewritten with 25 new and eight revised chapters the main themes of the book are more integrated and the introductory and concluding chapters argue that the application of religious meaning systems and the multilevel interdisciplinary paradigm can allow reconceptualization of the field and expand research annotation 2013 book news inc portland or booknews com

a comprehensive introduction to working with people with learning disabilities this guide provides the theoretical understanding needed to inform good practice and to help improve the quality of life of people within this group using accessible language and case examples the authors discuss both psychological and practical theories

deliver greater value to your organisation through hr transformation transforming hr second edition offers robust practical advice on changing the way human resource management is undertaken walking

you through the transformational process from initial planning to the evaluation of outcomes since the first edition of the book many organisations have restructured their hr functions and invested in better hr information systems but with new issues emerging all the time the journey towards transformation must continue to support this journey the authors draw on their own experience and insights in this new edition which features practical tools and approaches to guide planning implementation and evaluation of transformation strategies aimed at increasing the value of hr s contribution in organisations new chapters on hr s value proposition 2 0 and benefits realisation to demonstrate their critical role in transformation cutting edge research on topics such as the use of social media technology by hr with views and experience from senior practitioners across a broad range of organisations fresh thinking on the people agenda to be addressed by progressive hr functions intended as an inspiring hands on guide to planning implementing and evaluating transformation strategies transforming hr second edition is an essential companion as you work to increase the value of hr in your organisation

although concerns over the ecological impacts of pesticides gave rise to the environmental movement of the late 1960s and 1970s since that time pesticide use and its effects have been largely ignored by the law and by legal scholars this book addresses this omission by providing a unique and serious treatment of the significance of pesticide issues in environmental law and takes an ecological perspective on the legal issues dealing with a wide range of questions relating to pests and pesticides the book focuses primarily on agricultural pesticide use as the largest contaminator in the us it also examines the legacy of past pesticide use and analyzes how recent developments in ecological science can inform the law and increase our understanding of ecology interdisciplinary in its approach the book will be of interest to academics lawyers scientists and environmental and agricultural professionals

psychological interest in religion in terms of both theory and empirical research has been constant since the beginning of psychology however since the beginning of the 21st century partially due to important social and political events and developments interest in religion within personality and social psychology has increased this volume reviews the accumulated research and theory on the major aspects of personality and social psychology as applied to religion it provides a high quality integrative systematic and rigorous review of that work with a focus on topics that are both central in personality and social psychology and have allowed for the accumulation of solid and replicated and not impressionist knowledge on religion the contributors are renowned researchers in the field who offer an international perspective that is both illuminating yet neutral with respect to religion the volume s primary audience are academics researchers and advanced students in social psychology but it will also interest those in sociology political sciences and anthropology

few people today would challenge the legitimacy of democracy as the form of government most congenial to modern day citizenship as it requires its members to treat each other as equals and to cooperate in the shared pursuit of conditions that maximize both the individual s potential and the achievement of a public welfare however a number of facts challenge these deeply rooted ideals declining political participation along with skepticism and dissatisfaction with the function of democracy

has spread citizens increasing capacity to control their own circumstances within their private economic and social spheres is at odds with their inability to exert control over their elected representatives and the shift of opposing radical coalitions towards more pragmatic and ideologically elusive platforms aimed to attract a larger constituency of the electorate has greatly diluted the identity of political parties in personalizing politics and realizing democracy authors gian vittorio caprara and michele vecchione present the ever growing reciprocal relationship between personality and politics and assert that politics are not only increasingly dependent on the likes and dislikes of its citizenship but ultimately on the personalities of political candidates attracting these voters preferences in this book caprara and vecchione draw from recent research in personality psychology that offer a decisive role in understanding the major changes that have occurred within politics in the last several decades

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