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global change processes such as climate change digitalization migration movements and economic crises are among the greatest challenges of our time and also shape the danube macro region as a specifically challenging region of europe as part of the danube future interdisciplinary school 2017 in kremstal 28 phd students and young scientists from alps adriatic rectors conference and the danube rectors conference universities discussed these questions and developed research proposals within this broad context these proceedings offer a comprehensive overview of the generated work the danube future interdisciplinary school is part of the capacity building module of the danube future project a flagship project of the eusdr the european union strategy for the danube region in the priority area knowledge society danube future is a joint network project of the alps adriatic rectors conference and the danube rectors conference it aims at capacity building in the danube river basin drb and at providing networking to aid the development common research projects for a sustainable future of the drb

this book is written in memory of avril mcdonald who passed away in april 2010 avril was an inspired and passionate scholar in the fields of international humanitarian law international criminal law human rights law and law in the field of arms control and disarmament what in particular made avril's work special was her strong commitment with the human aspects

throughout fourteen scholars and practitioners have contributed to this *liber amicorum* which has led to a rich variety of topics within the disciplines of law s expertise they all have in common that they deal with the human perspectives of the discipline of law at hand they concentrate on the impact of the developments in international law on humans whether they are civilians victims of war or soldiers this human perspective of law makes this book an appropriate tribute to avril mcdonald and at the same time a unique and valuable contribution to international legal research in the present society a society that becomes more and more characterized by detailed legal systems defined by institutions that may frequently lack sufficient contact with the people concerned

the effect of long term thermal exposure on plastics and elastomers second edition brings together a wide range of essential data on the effect of long term thermal exposure on plastics and elastomers enabling engineers to make optimal material choices and design decisions this second edition has been thoroughly revised to include the latest data and materials this highly valuable handbook will support engineers product designers r d professionals and scientists who are working on plastics products or parts for high temperature environments across a range of industries this readily available data will make it easy for practitioners to learn about plastic materials and their long term thermal exposure without having to search the general literature or depend on suppliers this book will also be of interest to researchers and advanced students in plastics engineering polymer processing coatings and materials science and engineering provides essential data and practical guidance for engineers and scientists working with plastics in high temperature environments includes introductory chapters on the effect of heat aging and testing methods providing the underpinning knowledge required to utilize the data covers a wide range of commercial polymer classes that are updated to include the latest developments in plastics materials

the book tells the story of the sea land continuum based on the case of the north sea one of the world s most industrialised seas in which the netherlands plays a central role the space of the north sea is almost fully planned and has been loaded with the task of increased economic production from new and traditional maritime sectors at the same time it has been emptied of cultural significance through diverse projects from academia art literature and practice from analysis to design the book explores synergies for designing this new spatial realm port city expert carola hein professor of the history of architecture urban planning at delft university of technology and nancy couling associate professor at the bergen school of architecture and researcher of the urbanised sea combine forces with interdisciplinary experts to guide the reader through this complex and fascinating topic

an integrated pls sem model on the interplay of antecedents and moderators driving corporate entrepreneurship activity in south africa purpose corporate entrepreneurship ce is a multi faceted phenomenon and although there is extant research on ce there are knowledge gaps that warrant a deeper understanding indeed focusing solely on independent variables overlooks the extent to which ce activities are mutually and reciprocally supportive we align our article with research calls for theory building which provides a novel understanding of the dynamic complexity of the ce process methodology in this regard we formulate and empirically evaluate an integrated ce model that reflects the integrative complexity of the antecedents driving cea the study context is the south african banking sector where primary data n 312 is obtained via a structured survey four meta hypotheses and several sub hypotheses reflecting the organizational individual and environmental level antecedents are tested using partial least squares structural equation modeling pls sem findings the main study finding validates that corporate strategy is the bedrock of cea the results also reveal that entrepreneurial strategy entrepreneurial structure transformational leadership organizational resources and an entrepreneurial mindset are significant predictors of cea implications practical implications highlight that it is important for managers to consider the configuration of the predictors within the ce model which function as pathways to entrepreneurial corporate strategy originality and value our study makes a unique contribution by developing and testing an integrated and comprehensive model reflecting the dynamic complexity of the antecedents driving cea it is anticipated that the results will allow researchers to compare and examine comparable antecedents to cea and their applicability in global country contexts keywords corporate entrepreneurship antecedents entrepreneurial strategy organizational resources transformational leadership entrepreneurial mindset partial least squares structural equation modelling pls sem south africa pushing coopetition research further understanding relevance and operationalization of the attributes of coopetition strategies and coopetitive relationships purpose although coopetition was defined three decades ago and is intensively investigated its theoretical and research cognition remains far from thoroughly understood the lack of conceptual consistency prevents researchers from conducting comparable research leading to more generalizable results and thus from building coherent knowledge this study addresses the above shortcoming by the development of operationalizations of two

types of attributes assigned to coopetition strategic attributes characterizing coopetition strategies and relational attributes characterizing coopetitive relationships methodology in our study we adopted a two step research process consisting of qualitative verification of a list of 8 coopetition attributes 2 strategic and 6 relational identified in prior literature as relevant for coopetition success and the development of integrative conceptualization and measurement approaches for them the verification was conducted through focus group interviews with scholars experienced in coopetition research and senior managers from firms adopting coopetition strategies the measurement approaches for the positively verified attributes were developed through the integration of 1 approaches used so far in coopetition literature 2 approaches used to date in the literature on the features of inter organizational relationships and 3 approaches that emerged during the focus group interviews findings this study shows two strategic i e dynamics and paradoxicality and six relational i e asymmetry complexity intensity mutual dependence strength and tensions coopetition attributes as heterogeneously relevant for coopetition success and offers multi item operationalizations for them derived from a combination of prior literature and qualitative research implications our paper shows strategic and relational attributes of coopetition as theoretically and practically relevant for coopetition success originality and value as a contribution this study offers scientifically grounded operationalizations of eight attributive success factors of coopetition the developed measurement proposals can find valuable applications in two ways first coopetition researchers can use them in their studies and a consistent measurement approach will allow for the comparison of research results bringing us closer to drawing more general conclusions second coopetition practitioners can use these proposals when managing coopetition for instance to evaluate monitor and intentionally shape them to make coopetition more successful keywords coopetition focus group interviews operationalization measurement scale coopetitive relationships coopetition strategies guiding incumbent companies in navigating digital transformations a qualitative study on structural ambidexterity and strategic leadership purpose despite digital transformation being a focus topic for incumbent companies organizational structures are a significant barrier to their success referring to the positive correlation between ambidexterity and digital innovation our research provides guidance on structural ambidexterity for incumbent companies previous research has barely differentiated between exploration and exploitation in digital transformation in the present paper we fill part of this research gap by focusing on structural ambidexterity in digital transformations and providing guidance on how incumbent companies can overcome organizational challenges methodology our research is based on an explorative research design with 33 semi structured interviews that allow in depth information the interview partners were selected using purposive sampling and represented different industry and hierarchy levels all of them have been in a position related to digital transformation in an incumbent company for the last two years we ensure scholarly rigor using thematic analysis to analyze our data findings our decision tree guides separation or integration based on the closeness of digital activities to the core business and the association of the activities to exploration or exploitation additionally we recommend considering the digital maturity grade in the decision making developing a cross functional digital transformation strategy and pursuing a balanced portfolio fosters ambidexterity in digital transformation clear responsibilities collaborative decision making candidate selection and collaboration with it are essential leadership activities implications for theory and practice our research expands the existing research on digital transformations of incumbent companies we specifically contribute to the limited details on how to separate digital activities considering an exploration exploitation perspective our study guides practitioners to address one of their major challenges in digital transformations with the help of our decision tree originality and value based on the positive correlation between ambidexterity and digital innovation our study contributes to the existing research by providing in depth knowledge of structural ambidexterity in digital transformations this detailed information is essential to provide knowledge on enabling the positive correlation between ambidexterity and innovation in the context of structural ambidexterity keywords digital transformation digitalization organizational structures structural ambidexterity temporal ambidexterity incumbent companies guidelines leveraging green innovation from big data analytics examining the role of resource orchestration and green dynamic capabilities purpose the notion of big data analytics bda has received increased attention from both researchers and managers keeping in view the significance of bda the current research aims to examine the role of bda capability to leverage firm green innovation gi drawing from the dynamic capability view current study suggests that bda capability prompts green dynamic capabilities dcs enabling organizations to attain gi successfully particularly present study proposes that bda analytics prompt gi directly as well as through green dcs moreover this study also draws from complementarity perspective and proposes that resource orchestration capability roc is likely to enhance the effectiveness of green dcs in eliciting gi thus the objectives of the current study are threefold first it aims to unveil the role of bda capability in prompting gi second it examines the mediating role of green dcs for the relationship between bda capability and gi and third this research examines the moderating effect of roc to examine if it strengthens the effects of green dcs methodology this study involves testing hypotheses using primary data collected by using the method of survey questionnaire the data were collected from 291 pakistani organizations pakistan is an emerging economy where businesses are responsible for substantial

amounts of carbon dioxide and greenhouse gasses. Therefore, Pakistani organizations serve as a suitable context for the study. The respondent organizations were from both the manufacturing and service sectors. PLS SEM was employed as an analytical approach for testing the hypotheses. Construct validity and reliability were confirmed prior to hypotheses testing. Findings demonstrate that BDA capability positively affects GI ($\beta = 0.33, p < 0.01$) indicating that organizations with strong BDA capabilities involve in GI activities. Likewise, results indicate a positive relationship between BDA capability and Green DCS ($\beta = 0.35, p < 0.01$) and between Green DCS and GI ($\beta = 0.50, p < 0.01$). Results also indicate that Green DCS play a mediating role between BDA capability and firm GI ($\beta = 0.18, p < 0.01$). This indicates that BDA capability is an imperative capability of organization that promotes Green DCS and fosters GI. Finally, findings indicate that ROC strengthens the effectiveness of Green DCS in prompting GI ($\beta = 0.14, p < 0.01$). Implications findings imply that organizations that prioritize Green Innovations GI should invest more in developing BDA capabilities. These actions may involve acquiring and analyzing large volumes of data associated with sustainability which can provide insights and support decision making processes by leveraging BDA capability. Managers can uncover insights and patterns that can help them make informed decisions, recognize areas for improvement and devise innovative solutions to align organizational strategic objectives with sustainability goals. Originality and value this study contributes to the literature by offering an integrated framework based on BDA and DCS to seek solutions to economic concerns while ensuring the sustainability value of the business activities. The findings also imply that businesses should focus on developing ROC and integrating them with Green DCS to further enhance GI initiatives.

Keywords: Big data analytics capability, Green innovation, Green dynamic capabilities, Resource orchestration, PLS SEM, Defining analytical skills for human resources analytics, A call for standardization.

Purpose: Human resources HR analytics systems powered by big data AI algorithms and information technology are increasingly adopted by organizations to enhance HR's impact on business performance. However, despite the widespread acknowledgment of the importance of analytical skills among HR practitioners in successfully implementing HR analytics systems, the specific nature of these skills remains unclear. This paper aims to address this ambiguity by firstly clarifying the concept of analytical skills, secondly identifying skill gaps that may hinder the effective utilization of computer-assisted analytics among HR practitioners, and thirdly advocating for standardization in the understanding of analytical skills within the business context, particularly within HR methodology.

We examine business analytical skills through the theoretical framework of the knowledge skills and abilities (KSA) included in the Occupational Information Network (O*NET) content model. Using data from the O*NET database, occupations were classified into Human Resource Management (HRM) and analytical occupations. Then, we identified the top highly required KSAs in analytical occupations and compared their levels with those of HRM occupations to pinpoint potential gaps hindering the effective utilization of HR analytics. Findings using the O*NET database, which describes work and worker characteristics, we establish the highly required analytical KSAs in the business analytics context that might be labeled analytical skills. Then, the gap analyses reveal that important analytical KSAs such as knowledge of sales and marketing skills in operations analysis and abilities in mathematical and inductive reasoning are not expected from HR occupations, creating serious barriers to HR analytics development. In general, we have found that while HR practitioners possess some of the necessary analytical KSAs, they often lack in areas such as mathematics, computers, and complex problem solving. Implications of our findings underscore the need for standardization in HR analytics definitions, advocating for the adoption of the O*NET content model as a universal framework for understanding HR analytical knowledge skills and abilities KSAs by identifying critical analytical KSAs. Our research can assist HR departments in improving training, recruitment, and development processes to better integrate HR analytics. Furthermore, we identify significant gaps in analytical skills among HR practitioners, offering potential solutions to bridge these gaps from a theoretical perspective. Our precise definition of HR analytical skills in terms of analytic KSAs can enhance research on the effects of HR analytics on organizational performance. This refined understanding can lead to more nuanced and impactful studies providing deeper insights into how HR analytics contributes to achieving strategic business goals.

Originality and value: Our research offers three original insights. First, we establish a standard for HR analyst skills based on the O*NET content model, providing a clear framework for the essential knowledge skills and abilities required in HR analytics. Second, we identify significant analytical gaps among HR professionals, highlighting areas that need development and attention. Third, we recognize the necessity for closer cooperation between HR and professional analysts, emphasizing that such collaboration is crucial for maximizing the benefits of computer-assisted HR analytics. These insights ensure that HR analytics can move beyond being a management fad and have a real lasting impact on business outcomes.

Keywords: Analytical skills, Human resources analytics, Knowledge skills and abilities, O*NET content model, Standardization.

Purpose: The purpose of this research is to examine the relationship between analytical skills and business performance. Specifically, we aim to identify the critical analytical skills required for HR professionals and to understand the gaps between the skills possessed by HR practitioners and the skills required for success. We also aim to propose a standard for HR analyst skills based on the O*NET content model, providing a clear framework for the essential knowledge skills and abilities required in HR analytics.

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structured interviews with leaders active in digital servitization initiatives holding positions ranging from first level managers to vice presidents and executives eighteen have more than ten years of leadership experience through inductive coding we derived 43 codes within a qualitative analysis we applied thematic analysis to structure our findings resulting in a thematic map of leadership skills for digital servitization based on the research participants insights findings our findings present a holistic view of leadership skills for digital servitization leaders need to consider the perspectives of strategic business and people leadership digital servitization requires leaders to engage in a wide range of activities from a strategic business leadership perspective this ranges from evolving goal setting a comprehensive business understanding the ability to find the right team composition and understanding customer and market needs the people leadership perspective requires leaders to create and communicate a vision for digital servitization and manage change and employees fears while enabling and empowering employees furthermore we identified that digital servitization requires a balanced level of cognitive interpersonal business and strategic leadership requirements implications we contribute to scientific research by providing a comprehensive definition of digital servitization and summarizing existing research focusing on leadership aspects of digital servitization our findings offer actionable insights for practitioners by approaching with a holistic view on digital servitization and considering strategic business and people leadership aspects applying our outlined themes will support leaders in improving the conditions and possibilities to successfully trigger and implement digital servitization activities within their companies originality and value our research combines isolated leadership aspects for digital servitization and underlines the complexity of digital servitization emphasizing the need for a holistic view outlining the element of balancing business and people skills provides novel insights on advancing digital servitization into the research domain which is dominated by technical oriented research keywords digital servitization leadership servitization digitalization change management innovation digital transformation business strategy

the application of mathematical concepts has proven to be beneficial within a number of different industries in particular these concepts have created significant developments in the engineering field mathematical concepts and applications in mechanical engineering and mechatronics is an authoritative reference source for the latest scholarly research on the use of applied mathematics to enhance the current trends and productivity in mechanical engineering highlighting theoretical foundations real world cases and future directions this book is ideally designed for researchers practitioners professionals and students of mechatronics and mechanical engineering

in fiddling is my joy jacqueline cogdell djedje examines the history of fiddling among african americans from the seventeenth to the mid twentieth century although music historians acknowledge a prominent african american fiddle tradition during the era of slavery only recently have researchers begun to closely examine the history and social implications of these musical practices research on african music reveals a highly developed tradition in west africa which dates to the eleventh or twelfth century and continues today from these west african roots fiddling was prominent in many african american communities between the seventeenth and nineteenth centuries and the fiddle became an important instrument in early twentieth century blues jazz and jug bands while less common in late twentieth century african american jazz and popular music groups the fiddle remained integral to the musicking of some black musicians in the rural south featured in fiddling is my joy is access to a comprehensive online escholarship companion that contains maps photographs audiovisual examples and other materials to expand the work of this enlightening and significant study to understand the immense history of fiddling djedje uses geography to weave together a common thread by profiling the lives and contributions of black fiddlers in various parts of the rural south and midwest including the mountains and along the atlantic and gulf coasts in addition to exploring the extent that musical characteristics and aesthetics identified with african and european cultures were maintained or reinterpreted in black fiddling she also investigates how the sharing of musical ideas between black and white fiddlers affected the development of both traditions most importantly she considers the contradiction in representation historical evidence suggests that the fiddle may be one of the oldest uninterrupted instrumental traditions in african american culture yet most people in the united states including african americans do not identify it with black music

europe s lost frontiers was the largest directed archaeological research project in europe investigating the inundated landscapes of the early holocene north sea often referred to as doggerland the first in a series of monographs presenting the results of the project this book provides the context of the study and method statements

an updated accessible guide to satellite communications fundamentals and new developments this thoroughly revised classic guide to satellite communications provides in depth textbook style coverage combined with an intuitive low math approach the book covers the latest breakthroughs in global wireless applications digital television and internet access via satellite filled with worked out examples and more than 200 illustrations the new edition offers a clear state of the art presentation of all satellite communications topics written by two experienced electrical engineering professors satellite communications fifth edition fully aligns with the objectives of undergraduate and graduate courses in rf microwave communications with training for the needs of the aerospace industry and federal government agencies in mind readers will explore orbits and launching methods satellite and ground satcom systems radio wave propagation antennas analog and digital signals link analysis and error control coding expanded to emphasize calculations of signal to noise ratio snr and the importance of snr calculation losses ancillary suite includes homework problems with solutions manual powerpoint slides and a series of video lectures written by three scholars each with over 40 years of experience

in depth textbook style coverage combined with an intuitive low math approach makes this book particularly appealing to the wireless and networking markets new to this edition global wireless services including 3g antenna options error coding

since its importation to the us by african slaves and the inception of an american version by euro american musicians during the 19th century the five string banjo became america s instrument and if its controversial history covers all the aspects of the american musical life it also reflects its social and political context the numerous references listed in a five string banjo sourcebook try to cover all facets of the instrument and help to understand all the subtleties of a fascinating musical instrument

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