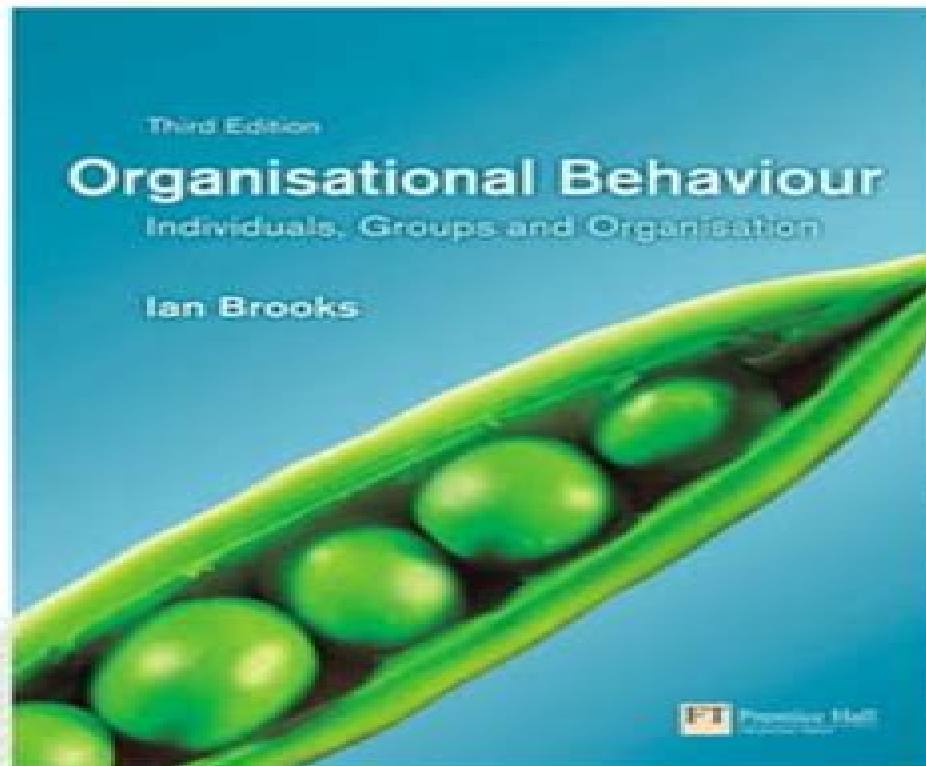


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Workplace spirituality has become a popular topic in today's society as it has been reported to have a positive association with employee performance, organizational citizenship behavior, employee engagement and commitment, team building and the physical and psychological health of employees. Integrating spirituality into the workplace provides a number of organizational benefits that require further study, particularly in light of the COVID-19 pandemic. The Handbook of Research on Integrating Spirituality in Modern Workplaces discusses the numerous benefits of spirituality in the workplace and considers best practices and approaches for successful implementation. Covering topics such as emotional labor and job satisfaction, this major reference work is ideal for researchers, practitioners, academicians, managers, business professionals, instructors, and students.

Organisational Behaviour Jack Maxwell Wood, Rachid M. Zeffane, Michele Fromholtz, Retha Wiesner, Rachel R. Morrison, Aharon Factor, Tui McKeown, John R. Schermerhorn, Jr., James G. Hunt, Richard N. Osborn, 2015-08-31
Organisational Behaviour: Core Concepts and Applications, Fourth Australasian edition, is the ideal resource for a one-semester Organisational Behaviour course. Fourteen concise, relevant and tightly focused chapters presented in a highly visual manner are designed to engage rather than overwhelm students. Numerous case studies and real-world examples throughout the text examine how organisations in the Australian, New Zealand, and Asian regions are responding to contemporary business issues such as sustainable business practices and ethical considerations, the gender pay gap, employee stress and work-life balance, workforce flexibility and casualisation, Gen Y and the ageing workforce, skills shortages, globalisation, telecommuting, outsourcing, diversity in the workplace, and managing cross-cultural teams. The 247 nature of contemporary communication technology, including social media. Complemented by the latest research in the field, this text provides a thorough analysis of contemporary organisational behaviour.

ICMLG2014 Proceedings of the 2nd International Conference on Management, Leadership and Governance Philip Arthur Dover, Sam Hariharan, Michael G. Cummings, 2014-01-02
The African Book Publishing Record, 2012
Military Psychology for Africa Gideon Van Dyk, 2016-03-17
Military Psychology for Africa is the first textbook of its kind from Africa. Selected authors with competent military psychology knowledge, skills, expertise, and experience each contributed a chapter to this unique book. The book empowers academics, students, and military fellows to apply this knowledge at academic institutions and military units during operations and in presenting short courses. The book will also equip soldiers with new knowledge for advancing peace on the continent and abroad.

Lernumgebungen im Mathematikunterricht der Grundschule Barbara Adleff, Mit einer qualitativen Vergleichsstudie werden Zusammenhänge zwischen dem fachdidaktischen Wissen von Lehramtsstudierenden sowie von Lehrämtern und der mathematikdidaktisch reflektierten Analyse der Potenziale mathematischer Lernumgebungen aufgezeigt. Zudem wird mit einer Interventionsstudie untersucht, ob gezielte universitäre

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Organizational Behaviour and Human Resource Management Carolina Machado, J. Paulo Davim, 2017-10-26 This book focuses on strategic and operational human resources giving the reader the core curriculum of subjects usually presented in an MBA program specialized in organizational behaviour and human resource management The topics covered can be applied to a variety of real world business situations This book aims to contribute to the growth and development of individuals in a competitive and global economy by covering the latest developments in the field of human resources management Innovative practices and theories as well as the current policies and practices of HRM are described in this book

Organizational Behaviour and the Physical Environment Oluremi B. Ayoko, Neal M Ashkanasy, 2019-06-27 This book looks at how the physical environment of work shapes organizational behaviour demonstrating that our physical surroundings at work can have a big influence on employee productivity performance and wellbeing Drawing upon the latest research Organizational Behaviour and the Physical Environment provides comprehensive coverage of the different aspects of the physical environment at work the buildings furnishings equipment lighting air quality and their configurations From theories of psychological ownership and work design to cultural issues and technology in the workplace its international range of contributors provide voices from Australasia North America Europe and the Middle East This book will be invaluable supplementary reading for advanced students researchers and practitioners across the fields of organizational behaviour HRM organizational and environmental psychology and workspace design

Einfluss der Diskrepanz zwischen externem und internem Branding auf das Organizational Citizenship Behavior Verena Eichel, 2018-08-24 Zunehmender globaler Wettbewerb hat den Druck auf Unternehmen erhöht effizient und innovativ zu sein Um diesem Druck standzuhalten ist es für Unternehmen lebenswichtig Mitarbeiter einzustellen die sich über die Verpflichtungen ihres Arbeitsvertrags hinaus für ihr Unternehmen engagieren sog Organizational Citizenship Behavior OCB Der Markenaufbau eines Unternehmens sog Branding kann dabei als strategischer Wettbewerbsvorteil fungieren und das OCB von Mitarbeitern steigern Das vorliegende Werk präsentiert eine empirische Untersuchung die erstmals den Einfluss der Diskrepanz zwischen externem und internem Branding auf das OCB analysierte Externes Branding dient der Positionierung im Arbeitsmarkt internes hingegen der Mitarbeiterbindung Es wurde angenommen dass dieser Zusammenhang durch Unternehmenskultur organisationale Identifikation und Arbeitszufriedenheit seriell vermittelt wird Des Weiteren wurden die Diskrepanz Vorzeichen miteinbezogen Für die Datenerhebung folgten 256 Mitarbeiter verschiedener deutscher Unternehmen einen Online Fragebogen aus Die Datenauswertung bestand aus seriellen multiplen Mediationsanalysen Die Wahrnehmung der genannten Diskrepanz hatte einen starken negativen Einfluss auf das Engagement in OCB Allerdings vermittelten lediglich die Unternehmenskultur und die organisationale Identifikation diesen Zusammenhang seriell die Arbeitszufriedenheit hingegen

berraschenderweise nicht Für das Engagement in OCB war ebenfalls zu vernachlässigen ob das externe Branding positiv und das interne negativ wahrgenommen werden oder umgekehrt Darüber hinaus werden Implikationen für die Praxis und die zukünftige Forschung dargelegt

Gesellschafterkonflikte in geschlossenen Kapitalgesellschaften Frauke Wedemann, 2013 English summary Conflicts among shareholders are the weak spot in closed corporations Frauke Wedemann shows how it might be possible to make improvements in the prevention and solution of these conflicts She bases her suggestions on a broad methodological foundation comprised of comparative law socio legal studies economy and sociology Her suggestions for improvement will be of interest to shareholders and their advisors lawmakers and the courts as well

German description Gesellschafterkonflikte begründen rund um den Globus ein Kardinalproblem geschlossener Kapitalgesellschaften National wie international kommt der Optimierung der Prävention und Lösung solcher Streitigkeiten daher herausragende Bedeutung zu Frauke Wedemann arbeitet auf Grundlage detaillierter rechtsvergleichender Untersuchungen Frankreich Schweiz Vereinigtes Königreich USA umfangreicher rechtstatsachlicher Erhebungen sowie moderner ökonomischer und soziologischer Erkenntnisse heraus wie das Konfliktmanagement in geschlossenen Kapitalgesellschaften insbesondere der deutschen GmbH systematisch und im Detail ausgestaltet werden sollte Umfassend eruiert sie die kautelarjuristischen und gesetzgeberischen Gestaltungsmöglichkeiten und unterzieht sie einer kritischen Überprüfung Die Optimierungsmöglichkeiten die sich bei der Konfliktlösung im Rahmen staatlicher Gerichtsverfahren bieten werden ausgelotet

Käuferverhalten und Marketing-Entscheidung André Behié, 2013-07-01 Der Marketingstrategie von heute muß sich vollkommen auf die sehr komplex gewordene Bedürfnisstruktur seiner nachfragenden Marktpartner einstellen und das setzt voraus daß er weiß wie der Konsument denkt fühlt und handelt Die Umwelten der Betriebswirtschaften haben sich in den letzten Jahrzehnten so stark verändert daß der im Markt agierende Manager oder Unternehmer nur dann das ihm anvertraute Unternehmen führen können wenn er seine Maßnahmen durch fundiertes Wissen abstützt Er wird dieses Wissen aus den verschiedensten Disziplinen der Humanwissenschaften nehmen und die Behavioral Sciences die Wissenschaften vom Verhalten des Menschen werden ihm dabei besonders wertvolle Erkenntnisse liefern Die wissenschaftliche Kooperation zwischen den Theoretikern der Verhaltensforschung und den Fachleuten des Marketings hat faszinierende Ergebnisse gebracht Der Verfasser dieses Buches hat es unternommen beide Wissenschaftsgebiete auszuloten um festzustellen welchen Beitrag die Behavioral Sciences bei Entscheidungen im Konsumter Marketing leisten Seine Arbeit ist das Ergebnis außerordentlich gründlicher Studien In mehrvöller und langwieriger Arbeit hat er sich in verschiedene Disziplinen einarbeiten müssen Die Ergebnisse hat er sorgfältig festgehalten und sich in seinem Forschungsbericht einer Systematik bedient die es dem Marketingfachmann leicht macht sich zurechtzufinden Herr Dr. Behié hat eine bemerkenswerte Arbeit geleistet Ernest Kulhavy Vorwort Die vorliegende Arbeit ist getragen von der Erkenntnis der zentralen Stellung die das menschliche Verhalten im modernen Marketing einnimmt

Theoretische Modelle der Betriebsgröße

im Maschinenbau Rainer Freriks, 2013-04-17 1 1 Das Problem 1 1 2 Theoretische Bezugspunkte 11 2 Gr e als unabh ngige Dimension 14 2 1 Gr e und B rokratie 14 2 1 1 Das Standardmodell von Gr e in der Organisationsforschung 15 2 1 2 Webers Idealtyp der B rokratie 16 2 1 3 Die Theorie der formalen Differenzierung 20 2 2 Kritik und empirische Ergebnisse zu Webers B rokratiemodell und zu Blaus Theorie der formalen Differenzierung 22 2 2 1 Das Mi verst ndnis des Weberschen Idealtypus in der Organisationsforschung 22 2 2 2 Differenzen zwischen Webers Idealtyp der B rokratie und der Theorie der formalen Differenzierung 25 2 2 3 Indizien f r ein Ebenenproblem der Theorie formaler Differenzierung 26 3 Gr e als abh ngige Dimension 30 3 1 Die Vorstellung des abnehmenden Grenznutzens von Gr e 31 3 2 Hinweise auf relevante externe Randbedingungen aus der Populations kologie 33 4 Verbindung zwischen abh ngigen und unabh ngigen Aspekten von Gr e 43 4 1 Kontingenztheoretische Ans tze 43 4 1 1 Der Ansatz der Aston Gruppe 43 4 1 2 Die Technologie Schule 47 4 1 3 Gemeinsamkeiten kontingenztheoretischer Ans tze 51 4 1 4 Neuere Diskussionen und Kritik 54 4 2 Argumentative Grundstruktur akteurszentrierter Ans tze in der Organisationsforschung 60 I 5 Das Problem der Koordination durch M rkte und Hierarchien und Gr e 66 5 1

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Gary Beckers ökonomischer Imperialismus Martin Leschke, 1998

Sustainable Family Business Ramo Palalić, Claire Seaman, Veland Ramadani, Léo-Paul Dana, Gadaf Rexhepi, 2024-06-27 This book introduces a triple bottom line approach to the concept and practice of family business sustainability It is geared towards a broad audience covering social economic and environmental issues to focus on implementation of sustainable practices Having this in mind this book provides possible ways of successfully managing family businesses in a sustainable manner which should also lead to long term business longevity The social perspectives addressed by this book discuss the social responsibility of the family business using a two way approach contributing to the development of society The economic outlook is introduced by aiming at a sustainable competitive advantage with an economic impact and how a family business should adapt to changes and be proactive to gain economic sustainability The environmental dimension is focused on actions against global warming and global agreements aimed at businesses to change their policies to prioritize the environment as part of their strategy This book thus explores possibilities for family firms to add values along all chains in business activities and to contribute to introducing green environment products or environmentally safe products Each part of the book represents an important pillar of the family business unit that helps the firm to achieve and sustain its competitive advantage using the triple bottom line approach Besides the objectives and the content each chapter provides one short story applicable to a chapter s content and a case study for each chapter or topic As learning tools besides case studies the book provides key summaries terminology group assignments and projects

How to Use Finance and Accounting in HR (Collection) Bashker D. Biswas, Steven Director, 2013-08-08 In Compensation and Benefit Design Bashker D Biswas shows exactly how to bring financial rigor to the

crucial people decisions associated with compensation and benefit program development This comprehensive book begins by introducing a valuable Human Resource Life Cycle Model for considering compensation and benefit programs Next Biswas thoroughly addresses the acquisition component of compensation as well as issues related to general compensation equity compensation and pension accounting He assesses the full financial impact of executive compensation programs and employee benefit plans and discusses the unique issues associated with international HR systems and programs This book contains a full chapter on HR key indicator reporting and concludes with detailed coverage of trends in human resource accounting and the deepening linkages between financial and HR planning Replete with both full and mini case examples throughout the book also contains chapter ending exercises and problems for use by students in HR and finance programs HR managers are under intense pressure to become strategic business partners Many unfortunately lack the technical skills in financial analysis to succeed in this role Now respected HR management educator Dr Steven Director addresses this skill gap head on Writing from HR s viewpoint Director covers everything mid level and senior level HR professionals need to know to formulate model and evaluate their HR initiatives from a financial and business perspective Drawing on his unsurpassed expertise working with HR executives he walks through each crucial financial issue associated with strategic talent management including the quantifiable links between workforces and business value the cost benefit analysis of HR and strategic financial initiatives and specific issues related to total rewards programs Unlike finance books for non financial managers Financial Analysis for HR Managers focuses entirely on core HR issues

How to Apply HR Financial Strategies (Collection) Bashker D. Biswas, Wayne Cascio, John Boudreau, 2013-08-08 In Compensation and Benefit Design Bashker D Biswas shows exactly how to bring financial rigor to the crucial people decisions associated with compensation and benefit program development This comprehensive book begins by introducing a valuable Human Resource Life Cycle Model for considering compensation and benefit programs Next Biswas thoroughly addresses the acquisition component of compensation as well as issues related to general compensation equity compensation and pension accounting He assesses the full financial impact of executive compensation programs and employee benefit plans and discusses the unique issues associated with international HR systems and programs This book contains a full chapter on HR key indicator reporting and concludes with detailed coverage of trends in human resource accounting and the deepening linkages between financial and HR planning Replete with both full and mini case examples throughout the book also contains chapter ending exercises and problems for use by students in HR and finance programs More than ever before HR practitioners must empirically demonstrate a clear link between their practices and firm performance In Investing in People Wayne F Cascio and John W Boudreau show exactly how to choose implement and use metrics to improve decision making optimize organizational effectiveness and maximize the value of HR investments They provide powerful techniques for looking inside the HR black box implementing human capital metrics that track the effectiveness of talent policies and practices demonstrating the

logical connections to financial and line of business and using HR metrics to drive more effective decision making Using their powerful LAMP methodology Logic Analytics Measures and Process the authors demonstrate how to measure and analyze the value of every area of HR that impacts strategic value Neuroscience of Clinical Psychiatry Edmund S. Higgins, Mark S. George, 2013-05-07 Little information from this complex and evolving field of neuroscience has been readily accessible to the clinical psychiatrist on the front lines of patient care let alone to the resident preparing for the Boards There thus has existed a need for a concise and accessible text that builds a bridge between the two disciplines To meet this need the fully updated Second Edition of this straightforward and reader friendly reference provides readers with a basic link between the science of the brain and the treatment of common mental health disorders Both comprehensive and easy to follow this textbook is being used in psychology graduate programs nurse practitioner training and psychiatry residencies It is useful for board exam review as well as for the practicing clinician looking to keep pace with the latest advances in neuroscience The book s clear and direct language will enhance your understanding of basic neuroscientific concepts underlying commonly encountered disorders and the effects of brain chemistry on common behaviors Practical applications insightful illustrations and review questions following each chapter help solidify your grasp of neuropathology and its link to mental health disorders and their treatment ORDO Hans O Lenel, Helmut Gröner, Walter Hamm, Ernst Heuss, Erich Hoppmann, Wolfgang Kerber, Martin Leschke, Ernst J Mestmäcker, Wernhard Möschel, Josef Molsberger, Peter Oberender, Razeen Sally, Alfred Schüller, Viktor Vanberg, Christian Watrin, Hans Willgerodt, 2016-11-21 Keine ausführliche Beschreibung für ORDO verfügbar

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