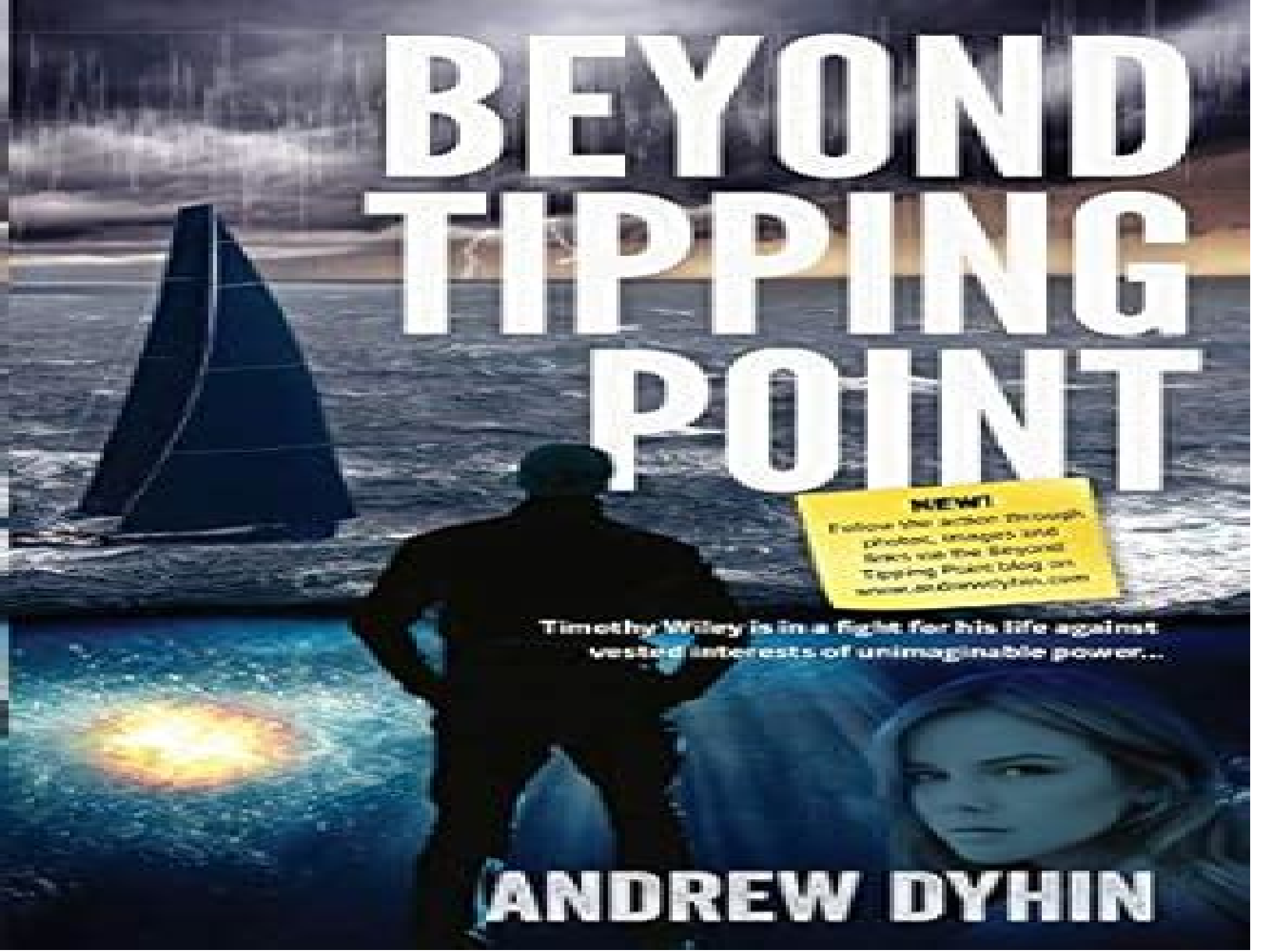


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Creating a Tipping Point: Strategic Human Resources in Higher Education Alvin Evans, Edna Chun, 2012-05-15 In a turbulent unstable era of severe financial pressures the development of strategic human resource HR practices has become an urgent mandate in higher education With significant and widespread institutional shifts resulting from globalization heightened competition and rapid innovation educational leaders must optimize their most significant resource human capital and align HR strategies structures and processes with organizational goals Due to substantial cuts in state appropriations and rapidly diminishing budgets public institutions of higher education in particular are struggling to realign resources and programs to fulfill their educational missions and maintain academic quality while simultaneously responding to complex external legislative and accreditation mandates In light of these challenges Creating a Tipping Point Strategic Human Resources in Higher Education breaks new ground by presenting a research based approach that supports the evolution of HR practices from siloed transactional models to strategic operations that serve the entire university This monograph provides a concrete progressive road map to developing organizational capabilities in support of the university's academic mission and illustrates this pathway with examples drawn from public research universities It offers strategies tools metrics and action steps that support the development of an effective and efficient strategic HR operation in higher education For institutions seeking to implement strategic HR this book is a practical and invaluable resource

Tipping Point for Advanced Capitalism D.W. Livingstone, 2023-09-07T00:00:00Z Tipping Point for Advanced Capitalism is a pathbreaking study of the changing class makeup of the Canadian other G7 and Nordic labour forces since the 1980s documenting especially the rise of non managerial professional employees The book provides unprecedented tracking of the links between employment classes and higher levels of class consciousness including the often hidden political consciousness of corporate capitalists as well as the extent of oppositional and revolutionary consciousness among non managerial workers The large differences exposed between class conscious capitalists and these non managerial workers on issues of poverty reduction and global warming reveal the strategic roles these key class agents play in actions to defend or transform advanced capitalism The most concerted evidence based study to bring class back into grasping the intimately linked ecological economic and political crises we now face

Embracing the New Samaria Alejandro Mandes, 2021-09-07 What does the Bible tell us about ethnic diversity How far do we need to travel to fulfill the Great Commission Walk out your front door and you'll find our new Samaria a land of immigrants refugees and people of countless cultures and backgrounds longing for us to welcome them and to share the good news Dr Alejandro Mandes has dedicated his life to helping bridge cultural gaps in the church He shares his vision for the church to see love reach and ultimately be the new Samaria in a way that brings true transformation to our churches and communities A Latino and a native of the US Mexico borderland he has traveled around the world to understand cultures equip thousands of leaders and befriend influencers within the emerging

immigrant church With the ultimate goal of unity Embracing the New Samaria will help you to consider new ways to do church that accommodates multiethnicity community development and theological diversity You ll see that Mandes is a teacher who admonishes out of love and trains from a huge passionate heart You ll be challenged with thoughtful questions hear memorable stories learn key strategies and make plans to equip those around you to impact your changing community in loving tangible and practical ways It s time for all of us to catch the vision that Mandes presents to make disciples and love our neighbors so that we embrace a great community of every tribe language and tongue

Organization Design for International Construction Business Lu Chang Peh,Sui Pheng Low,2013-01-04 The book explains how Gravitational Distance and the System of Cities influence transnational construction related firms when they venture overseas The study presented in the book internalizes the characteristics of home and foreign cities and of transnational firms to develop situational business strategies and organization designs in terms of Strategy Structure Systems Leadership Style Firm s Skills Staff s characteristics Shared Values and Supply Chain The book presents the findings of surveys and interviews with managers and professionals in eight different Asian cities stretching from Singapore to China The findings are then used to develop business solutions in the form of a Decision Support System DSS for transnational construction firms helping them to adopt an appropriate organization design strategy when they venture into overseas markets Issues relating to globalization competitiveness risk management communications networks government interference business strategies organization structures and systems in the context of international construction business are discussed together with corresponding recommendations for implementation Although construction related firms were used as the basis for the field studies the lessons learned are equally applicable for organizations in other industries

An Anthology of Global Risk SJ Beard,Tom Hobson,2024-09-03 This anthology brings together a diversity of key texts in the emerging field of Existential Risk Studies It serves to complement the previous volume *The Era of Global Risk An Introduction to Existential Risk Studies* by providing open access to original research and insights in this rapidly evolving field At its heart this book highlights the ongoing development of new academic paradigms and theories of change that have emerged from a community of researchers in and around the Centre for the Study of Existential Risk The chapters in this book challenge received notions of human extinction and civilization collapse and seek to chart new paths towards existential security and hope The volume curates a series of research articles including previously published and unpublished work exploring the nature and ethics of catastrophic global risk the tools and methodologies being developed to study it the diverse drivers that are currently pushing it to unprecedented levels of danger and the pathways and opportunities for reducing this In each case they go beyond simplistic and reductionist accounts of risk to understand how a diverse range of factors interact to shape both catastrophic threats and our vulnerability and exposure to them and reflect on different stakeholder communities policy mechanisms and theories of change that can help to mitigate and manage this risk Bringing together experts from across diverse disciplines the

anthology provides an accessible survey of the current state of the art in this emerging field The interdisciplinary and trans disciplinary nature of the cutting edge research presented here makes this volume a key resource for researchers and academics However the editors have also prepared introductions and research highlights that will make it accessible to an interested general audience as well Whatever their level of experience the volume aims to challenge readers to take on board the extent of the multiple dangers currently faced by humanity and to think critically and proactively about reducing global risk

The Uncanny Valley Hypothesis and Beyond Marcus Cheetham, 2018-05-02 A field of theory and research is evolving around the question highlighted in the Uncanny Valley Hypothesis How does high realism in anthropomorphic design influence human experience and behaviour The Uncanny Valley Hypothesis posits that a very humanlike character or object e g robot prosthetic limb doll can evoke a negative affective i e uncanny state Recent advances in robotic and computer graphic technologies in simulating aspects of human appearance behaviour and interaction have been accompanied therefore by theorising and research on the meaning and relevance of the Uncanny Valley Hypothesis for anthropomorphic design Current understanding of the uncanny idea is still fragmentary and further original research is needed However the emerging picture indicates that the relationship between humanlike realism and subjective experience and behaviour may not be as straightforward as the Uncanny Valley Hypothesis suggests This Research Topic brings together researchers from traditionally separate domains including robotics computer graphics cognitive science psychology and neuroscience to provide a snapshot of current work in this field A diversity of issues and questions are addressed in contributions that include original research review theory and opinion papers

Rodéate de los mejores Claudio Fernández-Aráo, 2013-02 Rod ate de los mejores cubre las necesidades de los l deres en las organizaciones complejas Pertenece al consejo de administraci n y est s buscando un nuevo director general para tu empresa Necesitas cubrir un puesto clave en tu divisi n Quieres saber qu t cnicas debes aplicar para evitar caer en la trampa de los juicios prematuros en el proceso de evaluaci n de candidatos Rod ate de los mejores es un recurso completo para los directivos interesados en mejorar su capacidad para contratar y promocionar a los mejores y para cualquier persona interesada en el tema S rodearse de los mejores es dif cil pero no es un misterio Es una disciplina que puedes y debes dominar para tu organizaci n y para tu propio xito

Practical Succession Management Andrew Munro, 2017-05-15 Succession management often little more than an annual form filling chore and a throwback to chess board charting of 1950s multinationals needs revitalisation to become a key driver of organisational renewal in the twenty first century Whilst recent corporate failings have focused attention on the difficulties of leadership succession those organisations which have made the transition to greatness have understood the impact of strategic resourcing in renewing their leadership capability and character The challenge for organisations is reconciling leadership demand and supply When it may be impossible to say what your organisation will look like in three years time or what strategy it will be pursuing demand becomes difficult to predict And in an era of shifting

career realities supply management needs to be more than an analysis of the age profile of the leadership population Practical Succession Management is a response to the increasing relevance of proactive succession management but the widespread difficulty of making it happen The author focuses on the business realities of succession management rather than provide a conceptualisation of how it might work in principle or simply headline a series of corporate just so stories In a robust evaluation of relevant research and imaginative practice Andrew Munro maps out the battlegrounds for succession management with tools and techniques to guide readers from start to finish The result is a book that will stimulate and challenge your thinking in opening up new options and provide practical methodologies to advance strategic resourcing within your organisation

Business Advancement through Technology Volume II Alkis Thrassou, Demetris Vrontis, Leonidas Efthymiou, Yaakov Weber, S. M. Riad Shams, Evangelos Tsoukatos, 2022-12-11 This two volume edited collection explores the impact of technology on business advancement Technology is a multifaceted and multidimensional phenomenon carrying opportunities and risks Business advancement therefore can no longer be considered without technological mediation While Volume I offers insights into technological improvements in the field of global marketing Volume II focuses on the implications of changing technology on work and employment It covers topics such as the role of technology in change management digital transformation and the impact of AI on employment Taken together the books move forward the study of organizations and technology and are ideal resources for business students and researchers

Multicultural Approaches to Health and Wellness in America Regan A. R. Gurung, 2014-04-21 Led by a UCLA trained health psychologist a team of experts describes non traditional treatments that are quickly becoming more common in Western society documenting cultural variations in health and sickness practices to underscore the diversity among human society This unique two volume set describes the variety of cultural approaches to health practiced by people of varying cultural heritages and places them in stark context with traditional Western approaches to health care and medicine Examining health practices such as Ayurveda an ancient system of medicine that focuses on the body the sense organs the mind and the soul and traditional Chinese medicine TCM the author examines why these different approaches can explain some of the cultural variations in health behaviors differences in why people get sick and how they cope with illness Traditional health care providers of all kinds including clinicians counselors doctors nurses and social workers will all greatly benefit by learning about vastly different approaches to health while general readers and scholars alike will gain insight into the rich diversity of world culture and find the material fascinating

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