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Helping - Edgar H. Schein 2011-02-07
A Strategy+Business Best Leadership Book of the Year: An "uncommonly wise" analysis of the psychological and social dynamics of helping relationships (Warren Bennis, author of On Becoming a Leader). Helping is a fundamental human activity, but it can also be a frustrating one. All too often, to our bewilderment, our sincere offers of help are resented, resisted, or refused—and we often react the same way when people try to help us. Why is it so difficult to provide or accept help? How can we make the whole process easier? Many words are used for helping: assisting, aiding, advising, caregiving, coaching, consulting, counseling, guiding, mentoring, supporting, teaching, and more. In this seminal book on the topic, corporate culture and organizational development guru Ed Schein analyzes the social and psychological dynamics common to all types of helping relationships, explains why help is often not helpful, and shows what any would-be helpers must do to ensure that their assistance is both welcomed and genuinely useful. He shows how to navigate the delicate acts of asking for or offering help; avoid pitfalls; mitigate power imbalances; and establish a solid foundation of trust—and how these techniques can be applied to teamwork and organizational leadership. From the bestselling author of Organizational Culture and Leadership, and illustrated with examples from many types of relationships—husbands and wives, doctors and patients, consultants and clients—Helping is a concise, definitive analysis of what it takes to establish successful, mutually satisfying helping relationships.

Work at Home with a Real Online Job - AnnaMaria Bliven 2016-03-02
Find the Job You Want . . . Today! Are you a work at home mom or dad, retiree, or disabled person hoping to earn a little extra to make ends meet? Are you seeking a legitimate, rewarding online job you can do from home? Do you dream of being in charge of your own schedule, income, advancement . . . destiny? If you said yes to any of these questions, this book is for you! In Work at Home with a Real Job Online you can find just the right job, schedule, income, and future with the help of a leading expert in the field of online job success and prosperity, AnnaMaria Bliven. Known as the "Prosperity Princess" by thousands of people she has helped, Bliven has poured her latest and greatest practical, proven-effective insights into this one information-packed (no filler), easy-to-use volume. In these pages you'll find: • Hundreds of real jobs with quality companies at your fingertips! • Pro tips and advice on how to find these jobs, get hired, keep the job you find and advance in it! • Opportunities for people of all ages and stages: teenagers, college students, work at home moms and dads, military veterans, retirees, the disabled, those with background/credit issues, and more. • Positions to match just about any interest, passion, potential, or skill set: game tester, customer service agent, educator, data entry specialist, nurse, medical coding specialist, transcriptionist, translator, interpreter, artist, writer, computer technologist, and many more. Get your copy of Work at Home with a Real Job Online today . . . start working tomorrow!

Giving Effective Feedback (HBR 20-Minute Manager Series) - Harvard Business Review 2014-10-21
Whether you're dealing with a problem employee or praising the good work of a colleague, you need to communicate in a way that promotes positive change in others. Giving Effective Feedback quickly walks you through the basics of delivering feedback that gets results, including: Choosing the right time to talk Engaging in productive dialogue Helping both star and struggling performers Developing a plan for effective follow-up Don't have much time? Get up to speed fast on the most essential business skills with HBR's 20-Minute Manager series. Whether you need a crash course or a brief refresher, each book in the series is a concise, practical primer that will help you brush up on a key management topic. Advice you can quickly read and apply, for ambitious professionals and aspiring executives--from the most trusted source in business. Also available as an ebook.

SAP SuccessFactors - Amy Grubb 2019
Revised edition of the authors' SuccessFactors with SAP ERP HCM, [2015]

SuccessFactors with SAP ERP HCM - Amy Grubb 2013
SuccessFactors: what it is, how it works, and what it can do for you Explore the SuccessFactors suite for your entire HR workflow Integrate SuccessFactors with your SAP ERP HCM backend You ve heard the interested whispers about its enormous potential; now consult the first comprehensive SuccessFactors resource and learn how you can tap into it. Whether you have an existing on-premise HCM solution or want to use cloud-based functionality from the start, get expert guidance on integrating SuccessFactors into your HCM strategy. Find the details about using the SuccessFactors suite for your entire HR workflow, from talent management to payroll and analytics, and keep your HCM strategy future-focused. BizX Suite and SAP ERP HCM Access an overview of the hybrid model that unites an existing on-premise system and cloud-based functionality. Employee Central Get details on this next-generation core HCM system, which is the foundation for the SuccessFactors BizX suite. Employee Profile See how this hub of employee accomplishments, performance details, and peer engagement helps develop a culture of cooperation.Social Collaboration Learn how your organization can increase productivity and knowledge sharing using SAP Jam. User Interface and Navigation Screenshots and step-by-step instructions teach you to maneuver in SuccessFactors using both standard techniques and module-specific navigation options.

Effective Training Manuals - 1988

Human Resource Information Systems - Richard D. Johnson 2020-09-10
Human Resource Information Systems: Basics, Applications, and Future Directions is a one-of-a-kind book that provides a thorough introduction to the field of Human Resource Information Systems (HRIS) and shows how organizations today can leverage HRIS to make better people decisions and manage talent more effectively. Unlike other texts that overwhelm students with technical information and jargon, this revised Fifth Edition offers a balanced approach in dealing with HR issues and IT/IS issues by drawing from experts in both areas. It includes the latest research and developments in the areas of HRIS justification strategies, HR technology, big data, and artificial intelligence. Numerous examples, best practices, discussion questions, and case studies, make this book the most student-friendly and current text on the market. Included with this title: The password-protected Instructor Resource Site (formally known as SAGE Edge) offers access to all text-specific resources, including a test bank and editable, chapter-specific PowerPoint® slides. Learn more.

IBM z15 Configuration Setup - Octavian Lascu 2020-08-04
This IBM® Redbooks® publication helps you install, configure, and maintain the IBM z15TM (machine types 8561 and 8562) systems. The z15 systems offers new functions that require a comprehensive understanding of the available configuration options. This book presents configuration setup scenarios, and describes implementation examples in detail. This publication is intended for systems engineers, hardware planners, and anyone who needs to understand IBM Z® configuration and implementation. Readers should

be familiar with IBM Z technology and terminology. For more information about the functions of the z15 systems, see IBM z15 Technical Introduction, SG24-8850, IBM z15 (8561) Technical Guide, SG24-8851 and IBM z15 (8562) Technical Guide, SG24-8852.

The People Capability Maturity Model: Guidelines For Improving The Workforce - Curtis 2002-09
This book introduces the SEIs People Capability Maturity Model (P-CMM), a comprehensive, five-level framework for improving workforce practices which draws upon todays best human resources and organizational development processes. The P-CMMs creators show how to characterize the maturity of any organizations workforce practices, guide a program of continuous workforce development, set priorities for immediate action, integrate workforce development with process improvement, and establish a culture of software engineering excellence.

IBM z15 (8561) Technical Guide - Octavian Lascu 2022-04-20
This IBM® Redbooks® publication describes the features and functions the latest member of the IBM Z® platform, the IBM z15TM (machine type 8561). It includes information about the IBM z15 processor design, I/O innovations, security features, and supported operating systems. The z15 is a state-of-the-art data and transaction system that delivers advanced capabilities, which are vital to any digital transformation. The z15 is designed for enhanced modularity, which is in an industry standard footprint. This system excels at the following tasks: Making use of multicloud integration services Securing data with pervasive encryption Accelerating digital transformation with agile service delivery Transforming a transactional platform into a data powerhouse Getting more out of the platform with IT Operational Analytics Accelerating digital transformation with agile service delivery Revolutionizing business processes Blending open source and Z technologies This book explains how this system uses new innovations and traditional Z strengths to satisfy growing demand for cloud, analytics, and open source technologies. With the z15 as the base, applications can run in a trusted, reliable, and secure environment that improves operations and lessens business risk.

Implementing Oracle Integration Cloud Service - Robert van Molken 2017-01-20
Understand everything you need to know about Oracle's Integration Cloud Service and how to utilize it optimally for your business About This Book The only guide to Integration Cloud Service in the market Focused on practical action to deliver business value A professional's guide to an expensive product, providing comprehensive training, and showing how to extract real business value from the product Who This Book Is For This book is ideal for any IT professional working with ICS, any Oracle application or cloud solution developer or analyst who wants to work with ICS to deliver business value. What You Will Learn Use ICS to integrate different systems together without needing to be a developer Gain understanding of what a number of technologies and standards provide – without needing to understand the fine details of those standards and technologies Understand the use of connectors that Oracle provide from technology based connections such as file and database connections to SaaS solutions ranging from Salesforce to Twitter Enrich data and extend SaaS integration to route to different instances Utilize a number of tools to help develop and check that your integrations work before connecting to live systems Introduce and explain integration concepts so that the integrations created are maintainable and sustainable for the longer term Provide details on how to keep up to date with the features that Oracle and partners provide in the future Get special connections developed to work with ICS In Detail Businesses are built on data, and applications that access that data. In modern businesses the same cloud-based data stores and applications might be accessed by hundreds of different applications from thousands of different devices via APIs. To make this happen, APIs must be wired together i.e. integrated. Oracle Integration Cloud Service provides a complete method for integrating enterprise applications in the cloud. Integration Cloud Service (ICS) provides a cloud hosted means to integrate systems together using a graphical means to define and represent integrations. This book will be a comprehensive, hands-on guide to building successful, high-availability integrations on ICS. This book sets out to demonstrate how ICS can be used to effectively implement integrations that work both in the cloud and on premise. It starts with a fast, practical introduction to what ICS can do for your business and then shows how ICS allows you to develop integrations not only quickly but in a way that means they are maintainable and extensible. Gradually it moves into more advanced integrations, showing how to achieve sophisticated results with ICS and work with external applications. Finally the book shows you how to monitor cloud apps and go beyond ICS to build even more powerful integrated applications. By the end of the book, you will the knowledge on how to use ICS to solve your own integration needs and harness the technologies in a maintainable and sustainable manner. Style and approach This book will take a pragmatic approach and will be a business-focused guide to delivering business value with ICS.

Who Is Sherlock? - Lynnette Porter 2016-06-21
Nearly 130 years after the introduction of Sherlock Holmes to readers, the Great Detective's identity is being questioned, deconstructed, and reconstructed more than ever. Readers and audiences, not to mention scholars and critics, continue to analyze who Sherlock Holmes is or has become and why and how his identity has been formed in a specific way. The films Sherlock Holmes, Sherlock Holmes: A Game of Shadows, and Mr. Holmes and television series Sherlock and Elementary have introduced wildly divergent, yet fascinating portrayals that reveal as much about current social mores and popular culture as about the detective. More than ever, fans also are taking an active role in creating their own identities for Holmes through fan fiction and art, for example. "Who is Sherlock Holmes?" is still a viable question. The answers provided by illustrators, scriptwriters, directors, costume designers, set designers, actors, scholars, and fans provide insights into both Victorian and the modern-day Sherlock. Like the many disguises the Great Detective has donned throughout canon and adaptations, his perceived identities may be surprising or shocking, but they continue to make us look ever more closely to discover the real Sherlock Holmes.

Making Work Human: How Human-Centered Companies are Changing the Future of Work and the World - Eric Mosley 2020-10-06
How do you keep your employees engaged, creative, innovative, and productive? Simple: Work human! From the pioneers of the management strategy that's transforming businesses worldwide, Making Work Human shows how to implement a culture of performance and gratitude in the workplace—and seize a competitive edge, increase profitability, and drive business momentum. Leaders of Workhuman, the world's fastest-growing social recognition and continuous performance management platform, Eric Mosley and Derek Irvine use game-changing data analytics to prove that when a workplace becomes more "human"—when it's fueled by a culture of gratitude—measurable business results follow. In Making Work Human, they show you how to: Apply analytics and artificial intelligence in ways that make work more human, not less Expand equity, diversity, and inclusion initiatives and strategies to include a wider range of backgrounds, life experiences, and capabilities Use recognition as an actionable strategy to create a truly inclusive, connected culture "The qualities that make us most human—connection, community, positivity, belonging, and a sense of meaning—have become the corporate fuel for getting things done—for innovating, for thriving in the global marketplace, and for outperforming the competition," the authors write. By building a sense of belonging, purpose, meaning, happiness, and energy in every employee, you'll create a profound connection between your organization and its goals. And Making Work Human provides everything you need to get there.

Management Information Systems - Kenneth C. Laudon 2004
Management Information Systems provides comprehensive and integrative coverage of essential new technologies, information system applications, and their impact on business models and managerial decision-making in an exciting and interactive manner. The twelfth edition focuses on the major changes that have been made in information technology over the past two years, and includes new opening, closing, and Interactive Session cases.

IBM z15 (8562) Technical Guide - Octavian Lascu 2021-04-28
This IBM® Redbooks® publication describes the features and functions the latest member of the IBM Z® platform, the IBM z15TM Model T02 (machine type 8562). It includes information about the IBM z15 processor design, I/O innovations, security features, and supported operating systems. The z15 is a state-of-the-art data and transaction system that delivers advanced capabilities, which are vital to any digital transformation. The z15 is designed for enhanced modularity, which is in an industry standard footprint. This system excels at the following tasks: Making use of multicloud integration services Securing data with pervasive encryption Accelerating digital transformation with agile service delivery Transforming a transactional platform into a data powerhouse Getting more out of the platform with IT Operational Analytics Accelerating digital transformation with agile service delivery Revolutionizing business processes

Blending open source and Z technologies This book explains how this system uses new innovations and traditional Z strengths to satisfy growing demand for cloud, analytics, and open source technologies. With the z15 as the base, applications can run in a trusted, reliable, and secure environment that improves operations and lessens business risk.

Essentials of Anesthesia for Infants and Neonates - Mary Ellen McCann 2018-02-22
A practical, comprehensive guide to the special needs of infants and neonates undergoing anesthesia.

HTML5 Canvas Cookbook - Eric Rowell 2011-11-25
Annotation The HTML5 canvas is revolutionizing graphics and visualizations on the Web. Powered by JavaScript, the HTML5 Canvas API enables web developers to create visualizations and animations right in the browser without Flash. Although the HTML5 Canvas is quickly becoming the standard for online graphics and interactivity, many developers fail to exercise all of the features that this powerful technology has to offer.The HTML5 Canvas Cookbook begins by covering the basics of the HTML5 Canvas API and then progresses by providing advanced techniques for handling features not directly supported by the API such as animation and canvas interactivity. It winds up by providing detailed templates for a few of the most common HTML5 canvas applicationsdata visualization, game development, and 3D modeling. It will acquaint you with interesting topics such as fractals, animation, physics, color models, and matrix mathematics.By the end of this book, you will have a solid understanding of the HTML5 Canvas API and a toolbox of techniques for creating any type of HTML5 Canvas application, limited only by the extent of your imagination.

Taking Action Against Clinician Burnout - National Academies of Sciences, Engineering, and Medicine 2020-01-02
Patient-centered, high-quality health care relies on the well-being, health, and safety of health care clinicians. However, alarmingly high rates of clinician burnout in the United States are detrimental to the quality of care being provided, harmful to individuals in the workforce, and costly. It is important to take a systemic approach to address burnout that focuses on the structure, organization, and culture of health care. Taking Action Against Clinician Burnout: A Systems Approach to Professional Well-Being builds upon two groundbreaking reports from the past twenty years, To Err Is Human: Building a Safer Health System and Crossing the Quality Chasm: A New Health System for the 21st Century, which both called attention to the issues around patient safety and quality of care. This report explores the extent, consequences, and contributing factors of clinician burnout and provides a framework for a systems approach to clinician burnout and professional well-being, a research agenda to advance clinician well-being, and recommendations for the field.

SAP Integration Suite - Christopher Aron 2021
"SAP's integration technologies are now combined-but what is the SAP Integration Suite, and how do you use it to manage an integrated enterprise landscape? In this book, get the answers to these questions and more as you take a tour of the new suite. Then get step-by-step instructions for using key capabilities such as pre-packaged integrations, open APIs, integration scenarios, the integration advisor, and more. Master the complete integration suite!"--

Smarter Together - Rob Bernshteyn 2020-09-09
Driving value today requires information. Lots and lots of information. Most of us are becoming good at distilling the data within our own companies, but that's not enough if we want a competitive advantage. In Smarter Together, Coupa Software CEO Rob Bernshteyn explains how we will soon be able to draw upon the intelligence of the community—collectively what we, and the organizations we work for, know—to benefit the community, our companies, and ourselves. For example, we'll easily uncover: · Real-time best practices for virtually every element of our business. · The best way to offer our products and services. · Who delivers exactly what they say they will, on time, with the best price, quality and reliability. As Bernshteyn explains, the prescriptive insights gleaned from the massive amount of community data available worldwide will transform entire industries and break down long-standing barriers to value. All of us will grow smarter together. Commerce will never be the same again.

Turn of the Tide - Elisabeth McNeill 2019-06-13
They have survived the worst they could imagine – now they must face the future. After a catastrophic storm tore through the village of Eyemouth in 1881, the villagers have slowly started to move on. Inconsolable at the loss of her husband, Rosabelle Maltman has left Scotland to start a new life, leaving her son behind. Meanwhile her sister-in-law, Jessie, is finding ways to manipulate the men of the village for her own gains. But it is their mother-in-law Effie who is the lynchpin of the family, who keeps the community spirit alive in Eyemouth and helps the grieving women to rebuild their lives. An uplifting saga of hope and community for fans of Ellie Dean and Anna Jacobs.

Innovation in the Software Sector - Lippoldt Douglas 2009-12-08
This book throws a spotlight on innovation across the software universe, setting out key issues and highlighting policy perspectives. It spans research and development, invention, production, distribution and use of software in the market. It also covers core innovation themes from a user perspective -- including security and privacy, mobility, interoperability, accessibility and reliability. For more information about this book and other OECD work in this area, see www.oecd.org/sti/innovation/software. Innovation in the Software Sector is part of the OECD Innovation Strategy, a comprehensive policy strategy to harness innovation for stronger and more sustainable growth and development, and to address the key global challenges of the 21st century. For more information about the OECD Innovation Strategy, see www.oecd.org/innovation/strategy.

SAP SuccessFactors Employee Central - Luke Marson 2017-10-26
Revised edition of the authors' SAP SuccessFactors employee central, [2016]

Human Resource Management and Digitalization - Franca Cantoni 2018-11-30
Digitalization is changing the world of work. Technology is shifting the relationship between workers and machines and how work is organized; new skills are becoming increasingly relevant in the workplace where workers no longer work for a single company, in 9-to-5 jobs, five days a week. Industry 4.0, also known as the Fourth Industrial Revolution, is revolutionizing the way managers can design, control and improve their activities. While the nature of the tasks and the interdependences between individuals are changing, the impact of intelligent technologies is severely questioning the span of control of leaders and the effectiveness of their leadership styles. The authors sketch out the main changes occurring in the business landscape and identify the new expectations that organizations are formulating for leaders across several industries. In an age in which new leadership models are about to emerge, they describe how the relevant changes impact and shape the managerial arena. This book sets the stage for a new way of thinking on the nature of the relationship between HR and technology. It examines the influence of Industry 4.0 and Innovation 4.0, (i.e. the connection between physical and digital processes in industrial production, where human competencies and machine potential are strictly interconnected throughout the entire value chain), from a myriad of viewpoints: namely in terms of structures, practices, influences (learning, training and communication), competencies and roles. A chapter is also dedicated to the understanding of the impact of Innovation 4.0, in the context of European Universities through E-learning Experiences where a multiple-case study analysis is provided.

ERP for Textiles and Apparel Industry - R. Surjit 2016-02-24
This book develops a broad range of knowledge in ERP implementation and usage for textile and apparel vertical. Covered are two major areas in ERP: the basics about ERP and the technology and functioning of it and usage of ERP for textile and apparel vertical specifically. Also addressed are concerns of the industry, mainly on how to select the ERP, what to expect from ERP, and how it will be beneficial to the industry.

Modern Authentication with Azure Active Directory for Web Applications - Vittorio Bertocci 2015-12-17
Build advanced authentication solutions for any cloud or web environment Active Directory has been transformed to reflect the cloud revolution, modern protocols, and today's newest SaaS paradigms. This is an authoritative, deep-dive guide to building Active Directory authentication solutions for these new environments. Author Vittorio Bertocci drove these technologies from initial concept to general availability, playing key roles in everything from technical design to documentation. In this book, he delivers comprehensive guidance for building complete solutions. For each app type, Bertocci presents high-level scenarios and quick implementation steps, illuminates key concepts in greater depth, and helps you refine your solution to improve performance and reliability. He helps you make sense of highly abstract architectural diagrams and nitty-gritty protocol and implementation details. This is the book for people

motivated to become experts. Active Directory Program Manager Vittorio Bertocci shows you how to: Address authentication challenges in the cloud or on-premises Systematically protect apps with Azure AD and AD Federation Services Power sign-in flows with OpenID Connect, Azure AD, and AD libraries Make the most of OpenID Connect's middleware and supporting classes Work with the Azure AD representation of apps and their relationships Provide fine-grained app access control via roles, groups, and permissions Consume and expose Web APIs protected by Azure AD Understand new authentication protocols without reading complex spec documents

Hands-on MuleSoft Anypoint Platform Volume 3 - Nanda Nachimuthu 2022-02-25

TAGLINE Make Integration simpler and speedy with Enterprise Infrastructure using Anypoint connectors KEY FEATURES ● Application connectors and SaaS connectors are described in detail. ● All programmes (DB, JMS, LDAP) are installed with reference applications and screenshots. ● Real-time use cases for creating APIs and application flows are described. DESCRIPTION Hands-on MuleSoft Anypoint platform Volume 3 offers installation and step-by-step procedures for connecting to various core applications, including "Database, File, SOAP, Email, Virtual Machine, JMS, AMQP, SFTP, LDAP, Java, and ObjectStore." The above connectors' source code and graphics clearly explains how to include modules, configure connectors, test connectivity, and invoke operations. This book explains the business case and endpoint design through the use of a real-world bank application. Using real-world examples such as Workday and Box, you will get well-versed with the fundamental concepts about the connectors. Practicing all of the above activities will help you to gain the experience, but you can also sharpen your skills by incorporating more business principles and procedures. WHAT YOU WILL LEARN ● Acquire knowledge of various connectors for mission-critical enterprise applications and databases ● Learn system application settings, components, including database, SOAP web services and much more ● Learn about Netbeans, ApacheMQ, and WSDL as you integrate the system infrastructure. ● Use-cases and examples to aid in the adoption of the MuleSoft enterprise application. WHO THIS BOOK IS FOR This book is intended for Business Analysts, Quality Engineers, Human Resources, and Information Technology workers. No prior programming knowledge is required. TABLE OF CONTENTS 1. MuleSoft Connectors Introduction 2. Database Connector 3. File Connector 4. SOAP Webservice Connector 5. E-mail Connector 6. VM Connector 7. JMS connector 8. AMQP Connector 9. Script Engine Connector 10. SFTP Connector 11. LDAP Connector 12. Java Connector

IBM z14 (3906) Technical Guide - Octavian Lascu 2018-12-17

This IBM® Redbooks® publication describes the new member of the IBM Z® family, IBM z14TM. IBM z14 is the trusted enterprise platform for pervasive encryption, integrating data, transactions, and insights into the data. A data-centric infrastructure must always be available with a 99.999% or better availability, have flawless data integrity, and be secured from misuse. It also must be an integrated infrastructure that can support new applications. Finally, it must have integrated capabilities that can provide new mobile capabilities with real-time analytics that are delivered by a secure cloud infrastructure. IBM z14 servers are designed with improved scalability, performance, security, resiliency, availability, and virtualization. The superscalar design allows z14 servers to deliver a record level of capacity over the prior IBM Z platforms. In its maximum configuration, z14 is powered by up to 170 client characterizable microprocessors (cores) running at 5.2 GHz. This configuration can run more than 146,000 million instructions per second (MIPS) and up to 32 TB of client memory. The IBM z14 Model M05 is estimated to provide up to 35% more total system capacity than the IBM z13® Model NE1. This Redbooks publication provides information about IBM z14 and its functions, features, and associated software support. More information is offered in areas that are relevant to technical planning. It is intended for systems engineers, consultants, planners, and anyone who wants to understand the IBM Z servers functions and plan for their usage. It is intended as an introduction to mainframes. Readers are expected to be generally familiar with existing IBM Z technology and terminology.

CDT 2018 - American Dental Association 2017-09-05

Provides updated CDT 2018 codes, as developed by the ADA, the official source for CDT codes and the only HIPAA-recognized code set for dentistry. Includes 18 new codes, 16 revised codes, and 3 deleted codes. Features the addition of codes relating to tele-dentistry; new codes for point of service testing for diabetes; new prosthodontics codes with more specific language for the type of prosthesis being placed; changes to

anesthesia codes to more accurately describe the services delivered to a patient. Two-color text.

Human Resource Management - Robert L. Mathis 2004

This market-leading text takes a pragmatic approach emphasizing the strategic role of human resources. Comprehensive, research-basedcoverage includes all major topics identified on the Human Resource Certification Institutes Content Outline. Coverage includes aglobal chapter, expanded coverage of diversity, new material on performance management, and current hot topics such as self-directedwork teams, shamrock organization, broadbanding, competency-based pay systems, job security, violence in the workplace, and howorganizational commitment affects production, quality, and service.

Accelerating Modernization with Agile Integration - Adeline SE Chun 2020-07-01

The organization pursuing digital transformation must embrace new ways to use and deploy integration technologies, so they can move quickly in a manner appropriate to the goals of multicloud, decentralization, and microservices. The integration layer must transform to allow organizations to move boldly in building new customer experiences, rather than forcing models for architecture and development that pull away from maximizing the organization's productivity. Many organizations have started embracing agile application techniques, such as microservice architecture, and are now seeing the benefits of that shift. This approach complements and accelerates an enterprise's API strategy. Businesses should also seek to use this approach to modernize their existing integration and messaging infrastructure to achieve more effective ways to manage and operate their integration services in their private or public cloud. This IBM® Redbooks® publication explores the merits of what we refer to as agile integration; a container-based, decentralized, and microservice-aligned approach for integration solutions that meets the demands of agility, scalability, and resilience required by digital transformation. It also discusses how the IBM Cloud Pak for Integration marks a significant leap forward in integration technology by embracing both a cloud-native approach and container technology to achieve the goals of agile integration. The target audiences for this book are cloud integration architects, IT specialists, and application developers.

Work Rules! - Laszlo Bock 2015-04-07

From the visionary head of Google's innovative People Operations comes a groundbreaking inquiry into the philosophy of work -- and a blueprint for attracting the most spectacular talent to your business and ensuring that they succeed. "We spend more time working than doing anything else in life. It's not right that the experience of work should be so demotivating and dehumanizing." So says Laszlo Bock, former head of People Operations at the company that transformed how the world interacts with knowledge. This insight is the heart of Work Rules!, a compelling and surprisingly playful manifesto that offers lessons including: Take away managers' power over employees Learn from your best employees-and your worst Hire only people who are smarter than you are, no matter how long it takes to find them Pay unfairly (it's more fair!) Don't trust your gut: Use data to predict and shape the future Default to open-be transparent and welcome feedback If you're comfortable with the amount of freedom you've given your employees, you haven't gone far enough. Drawing on the latest research in behavioral economics and a profound grasp of human psychology, Work Rules! also provides teaching examples from a range of industries-including lauded companies that happen to be hideous places to work and little-known companies that achieve spectacular results by valuing and listening to their employees. Bock takes us inside one of history's most explosively successful businesses to reveal why Google is consistently rated one of the best places to work in the world, distilling 15 years of intensive worker R&D into principles that are easy to put into action, whether you're a team of one or a team of thousands. Work Rules! shows how to strike a balance between creativity and structure, leading to success you can measure in quality of life as well as market share. Read it to build a better company from within rather than from above; read it to reawaken your joy in what you do.

SAPUI5 - Paul Modderman 2020

"Your comprehensive guide to SAPUI5! From get the know-how to develop MVC apps, use OData, create data bindings, debug and test code, and deploy apps. Learn the dos and don'ts of SAPUI5 and everything in between, whether you're implementing CRUD operations or writing your own controls. See what's new with SAP Cloud Platform, SAPUI5 support assistant, and more. Your best apps are yet to come"--

I Quit! - Kurt Clarkson 2020-09-30

A short story designed to be read in about two hours: "I Quit! A Business Parable: The Cost of a Psychologically Unsafe Workplace", provides a valuable message on the connection between psychological safety and turnover. An entertaining story with a positive voice, "I Quit!" follows characters within various organizational levels as they explore a cause that leads to their key customer service employees quitting. You'll gain insight in the experiences that lead to good employees going silent and withdrawing from their jobs. Then you'll follow the company owner and customer service manager as they search and face their root cause that is creating an unhealthy workplace. Finally, after discovering the root cause of their employee turnover you will see the path for implementing effective change.

The 5 Languages of Appreciation in the Workplace - Gary Chapman 2019-01-01
Based on the #1 New York Times bestseller The 5 Love Languages®(over 12 million copies sold), Dramatically improve workplace relationships simply by learning your coworkers' language of appreciation. This book will give you the tools to improve staff morale, create a more positive workplace, and increase employee engagement. How? By teaching you to effectively communicate authentic appreciation and encouragement to employees, co-workers, and leaders. Most relational problems in organizations flow from this question: do people feel appreciated? This book will help you answer "Yes!" A bestseller—having sold over 300,000 copies and translated into 16 languages—this book has proven to be effective and valuable in diverse settings. Its principles about human behavior have helped businesses, non-profits, hospitals, schools, government agencies, and organizations with remote workers. PLUS! Each book contains a free access code for taking the online Motivating By Appreciation (MBA) Inventory (does not apply to purchases of used books). The assessment identifies a person's preferred languages of appreciation to help you apply the book. When supervisors and colleagues understand their coworkers' primary and secondary languages, as well as the specific actions they desire, they can effectively communicate authentic appreciation, thus creating healthy work relationships and raising the level of performance across an entire team or organization. Take your team to the next level by applying The 5 Languages of Appreciation in the Workplace.

IBM z14 Configuration Setup - Octavian Lascu 2017-09-25
This IBM® Redbooks® publication helps you install, configure, and maintain the IBM z14. The z14 offers new functions that require a comprehensive understanding of the available configuration options. This book presents configuration setup scenarios, and describes implementation examples in detail. This publication is intended for systems engineers, hardware planners, and anyone who needs to understand IBM Z configuration and implementation. Readers should be generally familiar with current IBM Z technology and terminology. For more information about the functions of the z14, see IBM z14 Technical Introduction, SG24-8450 and IBM z14 Technical Guide, SG24-8451.

Due Diligence - Luis F. Gillman 2001

Personnel Classification - United States. War Department 1944

Influence and Impact - George B. Bradt 2021-05-17
Optimize your career development by focusing on what your job requires and what your colleagues need Doing the right job the right way is critical to your professional success. Influence and Impact: Discover and Excel at What Your Organization Needs From You The Most provides an easy-to-follow, common-sense approach to building influence at any level of an organization. Accomplished leadership and executive coaches Bill Berman and George Bradt offer a fresh perspective on Evaluating what values, strengths and capabilities you bring to your role How you can develop new skills to increase your influence Determining if you are in the right place to have the greatest impact Through a trifecta of clear frameworks, accessible anecdotes, and pragmatic solutions, Influence and Impact shows the reader how to apply well-tested coaching tools to becoming more influential and achieving impact at work. If you have never worked with an executive coach—or even if you have—this book provides the concepts, techniques, and provocative questions to unpack personal paths to success. Perfect for executives, managers, leaders, and any professional who hopes to get a clearer picture of what their colleagues, superiors, and followers expect of them, Influence and Impact will allow to you refocus your efforts at work and obtain the results you've been looking for.

High-Tech Planet - Ahmed Limam 2010-04-28
What do you do when the dream job you have just landed with one of the largest IT multinationals slowly turns into a nightmare? When you find yourself in a spiraling vortex of lies, office politics, incompetence and corruption. With a dysfunctional company where bullying managers, back-stabbing and sex as a career-advancing tool are rife. And all of this in the midst of a high-profile acquisition touted as "game changing" but which in reality hides more sinister aims. Do you leave right away? Do you try and fix it? Do you play the ostrich and ignore it? These are some of the issues faced by Ed Priestley as he relocates to Paris to work for Delphi Tech, the "Ferrari of IT firms," and embarks on a series of international adventures that will change his life forever. FROM FIRST REVIEWS: "Ahmed Limam, a former Oracle executive, has an absorbing story to tell. There have been many novels set in the worlds of advertising, fashion and business; this is the first one set in the world of IT. Mr. Limam's achievement has been to take something that could be dry and boring - IT - and make it compelling and fascinating. Writing in a somewhat rococo style, Ahmed Limam is very good when he explores the daily anxiety of the business world and in the process demystifies IT. And he takes no prisoners. This is a valid, fictionalized commentary on our lives and times; perhaps when historians of the future come to dig up the distant 21st century, a book like "High-Tech Planet" will be a small signpost on the way; some of our story, of how we thought and acted, in the first decades of the IT revolution. Mr. Limam's book is possibly a creation of more consequence than it first appears." - Patrick Plunket, Editor, Athena Press.