

Organizational Behavior 17e Robbins Chapter 2 Diversity

Nature has long used nucleic acid aptamers and enzymes for regulatory activities, such as the recently discovered “riboswitches” involved in gene expression. The existence of a large array of natural and artificial functional nucleic acids has generated tremendous enthusiasm and new opportunities for molecular scientists from diverse disciplines to devise new concepts and real applications that take advantage of those nucleic acids for sensing and other analytical applications. This book provides a timely and comprehensive overview of recent advances in the field, from leading experts in biology, chemistry, and engineering. A variety of topics are covered, from fundamentals of functional nucleic acids, to their applications as sensors, to nanotechnologies; as well as integration of functional nucleic acids into practical analytical systems. This comprehensive and authoritative review of the distribution and conservation status of Great Apes includes individual country profiles for each species and overview chapters on ape biology, ecology, and conservation challenges.

This report provides Association of College and Research Libraries (ACRL) leaders and the academic community with a clear view of the current state of the literature on value of libraries within an institutional context, suggestions for immediate "Next Steps" in the demonstration of academic library value, and a "Research Agenda" for articulating academic library value. Its focus is to help librarians understand, based on professional literature, the current answer to the question, "How does the library advance the missions of the institution?" This report is also of interest to higher educational professionals external to libraries, including senior leaders, administrators, faculty, and student affairs professionals.

In its evaluation, *Enhancing Human Performance* reviews the relevant materials, describes each technique, makes recommendations in some cases for further scientific research and investigation, and notes applications in military and industrial settings. The techniques address a wide range of goals, from enhancing classroom learning to improving creativity and motor skills.

This book focuses on the development of towns in France, taking into account military technology, physical geography, shifting regional networks tying urban communities together, and the emergence of new forms of public authority and civic life.

DIVERSITY IN ORGANIZATIONS is the first comprehensive, research-based text designed to meet the needs of the diversity course. It provides a solid perspective on the various aspects of organizational diversity, including why diversity is important for organizations, recruiting, retaining, and effectively and fairly utilizing a diverse workforce, and legislation related to diversity. The book conducts in-depth explorations of key racial/ethnic groups, sex and gender, religion, work and family, weight and appearance, physical and mental ability, and sexual orientation. It includes prescriptions on how to become a diversity-friendly employer, include workers often devalued, and how both dominant and non-dominant group members can work to effect change. Important Notice: Media content referenced within the product description or the product text may not be available in the ebook version.

What is ‘cultural oblivion’ and ‘psychological colonialism’, and how are they affecting the capacity of Indigenous Peoples in Canada to actively resist systematic and territorial oppression by the state? Following a decade-long research project, this new book by Pierrot Ross-Tremblay examines the production of oblivion among his own community, the Essipiunnuat [or, ‘People of the Brook Shells River’] and the relationship between a colonial imperative to forget. The book illustrates how the ‘cultural oblivion’ of vulnerable minority communities is a critical human rights issue but also asks us to reflect upon both the role of the state and the local elite in creating and warping our perception

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and understanding of history.

This book features a special subsection of Nanomedicine, an application of nanotechnology to achieve breakthroughs in healthcare. It exploits the improved and often novel physical, chemical and biological properties of materials only existent at the nanometer scale. As a consequence of small scale, nanosystems in most cases are efficiently uptaken by cells and appear to act at the intracellular level. Nanotechnology has the potential to improve diagnosis, treatment and follow-up of diseases, and includes targeted drug delivery and regenerative medicine; it creates new tools and methods that impact significantly upon existing conservative practices. This volume is a collection of authoritative reviews. In the introductory section we define the field (intracellular delivery). Then, the fundamental routes of nanodelivery devices, cellular uptake, types of delivery devices, particularly in terms of localized cellular delivery, both for small drug molecules, macromolecular drugs and genes; at the academic and applied levels, are covered. The following section is dedicated to enhancing delivery via special targeting motifs followed by the introduction of different types of intracellular nanodelivery devices (e.g. a brief description of their chemistry) and ways of producing these different devices. Finally, we put special emphasis on particular disease states and on other biomedical applications, whilst diagnostic and sensing issues are also included. Intracellular delivery / therapy is a highly topical which will stir great interest. Intracellular delivery enables much more efficient drug delivery since the impact (on different organelles and sites) is intracellular as the drug is not supplied externally within the blood stream. There is great potential for targeted delivery with improved localized delivery and efficacy.

The most comprehensive, reality-based review of organizational behavior of its kind, this volume prepares readers to explain and predict behavior in organizations at three levels: the individual, the group, and the organization system. Features a lively, conversational style, extensive examples, case applications, skill-building modules, Ethical Dilemma exercises, Myth or Science? boxes, and more. Values, Attitudes, and Job Satisfaction. Personality and Emotions. Perception and Individual Decision Making. Basic Motivation Concepts. Motivation: From Concepts to Applications. Understanding Work Teams. Communication. Basic Approaches to Leadership. Contemporary Issues in Leadership. Power and Politics. Conflict and Negotiation. Technology and Work Design. Human Resource Policies and Practices. Organizational Culture. Organizational Change and Stress Management. For anyone interested in organizational behavior, organizational psychology, or human relations.

This book is a printed edition of the Special Issue "Integration of 2D Materials for Electronics Applications" that was published in Crystals. This volume marks the first time that a collection of contemporary facial scoring techniques and their utility, whether clinical, experimental, theoretical, or otherwise, follows an historical introduction of the area, thereby recording the developmental history of this science.

'A groundbreaking work . . . Federici has become a crucial figure for . . . a new generation of feminists' Rachel Kushner, author of *The Mars Room* A cult classic since its publication in the early years of this century, *Caliban and the Witch* is Silvia Federici's history of the body in the transition to capitalism. Moving from the peasant revolts of the late Middle Ages through the European witch-hunts, the rise of scientific rationalism and the colonisation of the Americas, it gives a panoramic account of the often horrific violence with which the unruly human material of pre-capitalist societies was transformed into a set of predictable and controllable mechanisms. It is a study of indigenous traditions crushed, of the enclosure of women's reproductive powers within the nuclear family, and of how our modern world was forged in blood. 'Rewarding . . . allows us to better understand the intimate relationship between modern patriarchy, the rise of the nation state and the transition from feudalism to capitalism' Guardian

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Remarkable change is the new reality of International Business. The accelerating cross-border flow of products, services, capital, ideas, technology and people are driving businesses--large and small--to internationalise. International Business 1st Australasian edition: the New Realities is a rigorous resource which motivates and prepares future managers to operate in multi-national settings, by delivering a teaching system that works. Based on the authors' collective teaching and working experience—as well as discussions with practitioners, students, and faculty staff—this is a complete teaching and learning system where cases, exercises and management skill builders are seamlessly integrated and matched to the topics in each chapter. Case studies from a wide variety of markets relevant to Australasian businesses, including ASEAN countries (e.g. Singapore, Malaysia, Indonesia) as well as China, India, Japan, South Korea, Pakistan, Europe and the Middle East, provide a real-world perspective to theories and examine the latest trends in international business. For undergraduate students majoring in international business or post-graduate courses in international business.

Aiming to bridge the gap between theory and application, this work focuses on strategic management.

In this complete and thorough update of Arthur Boucot's seminal work, Evolutionary Paleobiology of Behavior and Coevolution, Boucot is joined by George Poinar, who provides additional expertise and knowledge on protozoans and bacteria as applied to disease. Together, they make the Fossil Behavior Compendium wider in scope, covering all relevant animal and plant groups and all epochs, and providing a detailed review of animal and plant fossil behavior in terrestrial and aquatic environments. Fossil behavior encompasses not only past evidence of the life history of an organism but also behavioral, predation, and symbiotic interactions, including parasitism. This book compares patterns of behavior and coevolution in the past with those of the present-day descendants. It also discusses how to evaluate the rates of evolution of behavior and coevolution at various taxonomic levels. The compendium emphasizes the interactions between fossils and compares these interactions with present-day counterparts. It also provides new discussions on topics related to fossils in amber. Keeping Boucot's trademark, easy-to-read style, the book includes new findings never published previously, reports not easily accessed, numerous examples, 40 tables, 285 illustrations—some published here for the first time—and a four-page color insert. The book provides a concise account of the evidence for varied disease types recognized to date in the fossil record.

For courses in undergraduate introductory engineering economics. Understand the importance of engineering economics principles and how to make smart economic choices Used by engineering students worldwide, this bestselling text provides a sound understanding of the principles, basic concepts, and methodology of engineering economy. Explanations and examples that are student-centered and practical in real-life situations help students develop proficiency in the methods and processes for making rational decisions. Built upon the rich and time-tested teaching materials of earlier editions, the text is extensively revised and updated to reflect current trends and issues. The new edition captures the spirit of environmental sustainability with more than 160 “green” problems, as well as new end-of-chapter problems and group exercises, and includes updates to the new 2017 Federal Tax code revisions. The full text downloaded to your computer With eBooks you can: search for key concepts, words and phrases make highlights and notes as you study share your notes with friends eBooks are downloaded to your computer and accessible either offline through the Bookshelf (available as a free download), available online and also via the iPad and Android apps. Upon purchase, you will receive via email the code and instructions on how to access this product. Time limit The eBooks products do not have an expiry date. You will continue to access your digital ebook products whilst you have your Bookshelf installed. Medicine has entered a golden age in which therapeutic agents are becoming widely available due to advances in basic science and technology. As such, many drugs have been developed that target inflammatory processes and/or the immune system. This book is intended

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for health professionals examining the modulation of inflammation by immunotherapeutic drugs. The immune system fills the primordial role of host defense and resistance to infections with pathogenic microorganisms. Several hematopoietic-derived cells constituting the innate and adaptive immune systems cooperate to provide barriers for microbial colonization and/or promote pathogen destruction within the host. Conversely, many immune cells are also involved in the pathogenesis and propagation of chronic inflammatory diseases. The beginning of this book details various components of the immune system including the cell types, lymphoid tissues, soluble cytokines and surface molecules that are essential for host defense. Breakdowns in immune tolerance, or dysregulated immune responses to antigens derived from self tissues or innocuous sources, can lead to the development of autoimmunity or chronic inflammatory diseases. Pathophysiologic roles for the immune system are detailed in corresponding chapters on autoimmunity, epithelial surfaces (lungs, skin, intestine), and transplantation, with special emphasis placed on immunotherapeutic drug targets. The last section of the book focuses on treatments that stimulate our immune system to specifically target and fight infectious diseases and cancer. In each chapter, the medications used to treat various diseases/conditions in terms of their mechanism of action and other pharmacologic properties are detailed. Chapters begin with a table showing drug names and classifications. The importance of basic science and clinical trials cannot be understated in the context of drug development. As such, the discovery of certain medications that had a lasting impact in medicine and pharmacy are highlighted in chapter subsections named "Bench to Bedside." Several clinical applications of immunotherapeutic drugs are described within end-of -chapter case studies including practice questions. The Pharmacology of Immunotherapeutic Drugs is a reference for immunologists and clinicians (medical doctors, pharmacists, nurses) examining the modulation of inflammatory processes by a variety of medications targeting the cells and mediators of our immune system.?

There are only very few chemical classes of antibiotics in medical use, and these have originated over a span of more than 60 years of research. Almost half a century ago, the first member of the macrolides, erythromycin, was introduced as a treatment option for bacterial infections. Erythromycin is a very complex fermentation product obtained from the soil bacterium *Saccharopolyspora erythraea* (originally named *Streptomyces erythreus*). The success of erythromycin, based on its efficacy and tolerability, stimulated researchers throughout the world to undertake intense efforts to understand the biology and chemistry of macrolides and to use this experience to improve the properties of this compound class. The second generation of macrolides, based on chemical modifications of erythromycin, is currently being in broad use, especially for treatment of respiratory tract infections. We presently foresee the introduction of a new generation of macrolides, i. e. the ketolides, which have the potential to overcome rising resistance problems. This monograph is intended to give the interested reader an overview on "macrolide experience", covering important areas from basic research to clinical use. Starting from a historic overview, the essential basic parameters - efficacy, pharmacokinetics, pharmacodynamics, and pharmacology - are highlighted in order to introduce the reader to the rationale for clinical use of macrolides. The following group of chapters cover the complex chemistry of the macrolactone structures, giving historic background, basic structure-activity relationships of various derivatization strategies, and perspectives for future discovery of new semisynthetic macrolide antibiotics.

This exploration of the tensions of politics and religion in the United States, from its earliest settlement to contemporary times, is the first coherent history of American religious thought and practice within the context of politics. Kelly sets forth a chronology and topology of the patterns of collaboration, competition, and interaction of politics and religion in America.

For undergraduate and graduate courses in Organizational Behavior. Help Students Better Understand Their Behavioral and Interpersonal

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Skills Long considered the standard for all organizational behavior textbooks, Organizational Behavior provides the research you want, in the language you can understand. This text continues its tradition of making current, relevant research come alive for readers. The Seventeenth Edition has been thoroughly updated to reflect the most recent research and business events within the field of organizational behavior worldwide, while maintaining its hallmark features-clear writing style, cutting-edge content, and intuitive pedagogy. There's a reason why Robbins's textbooks have educated millions of individuals and have been translated into twenty languages-and it's because of a commitment that provides the kind of engaging, cutting-edge material that helps readers understand and connect with organizational behavior. Also Available with MyManagementLab™ MyManagementLab is an online homework, tutorial, and assessment program designed to work with this text to engage students and improve results. Within its structured environment, students practice what they learn, test their understanding, and pursue a personalized study plan that helps them better absorb course material and understand difficult concepts. NOTE: You are purchasing a standalone product; MyManagementLab does not come packaged with this content. If you would like to purchase both the physical text and MyManagementLab search for: 0134437861/ 9780134437866 Organizational Behavior Plus MyManagementLab with Pearson eText -- Access Card Package Package consists of: 013410398X / 9780134103983 Organizational Behavior 0134182189 / 9780134182186 MyManagementLab with Pearson eText--Access Card--for Organizational Behavior

This monograph, part of a larger study of ways to reduce collateral damage undertaken for the U.S. Air Force, analyzes media and public reactions to civilian casualty incidents, whether these incidents affect media reporting or public support for military operations, and, if so, how. It analyzes case studies of incidents of civilian deaths in the February 1991 bombing of the Al Firdos bunker in the Gulf War, the April and May 1999 attacks on the Djakovica convoy and Chinese embassy during the war in Kosovo, the June 2002 attack involving an Afghan wedding party during operations in Afghanistan, and the March 2003 incident involving a large explosion in a crowded Baghdad marketplace to describe and explain how the U.S. and foreign media and publics have responded. For each case study, the study team examined press, public, and leadership responses to these incidents and found the following. First, while avoiding civilian casualties is important to the American public, it has realistic expectations about the actual possibilities for avoiding casualties. Second, the press reports heavily on civilian casualty incidents. Third, adversaries understand the public's sensitivities to civilian deaths and have sought to exploit them. Fourth, during armed conflict, the belief that the United States and its allies are trying to avoid casualties most affects support for U.S. military operations, both at home and abroad. Fifth, while strong majorities of Americans typically give U.S. military and political leaders the benefit of the doubt when civilian casualty incidents occur, this does not necessarily extend to foreign audiences. Sixth, when civilian casualty incidents occur, it is at least as important to get the story right as to get the story out. Finally, attention to and concern about civilian casualties both at home and abroad have increased in recent years and may continue to do so.

Many books have been written about Wittgenstein's philosophy, but this collection of articles on Wittgenstein and education is the first study in book form in this area. There have been several articles in scholarly education journals, but the special cachet of this collection is that the contributors come from six countries. The collection has been edited by Paul Smeyers and Jim Marshall, philosophers of education who live in Belgium and New Zealand, respectively. Each of the chapters represents an original study of Wittgenstein, commissioned by the editors from colleagues they know to have written well on Wittgenstein and the implications of his ideas for education. Audience: Teachers, students and

academics in the field of philosophy and education. Especially interesting to advanced students in these areas. Acting in Musical Theatre remains the only complete course in approaching a role in a musical. It covers fundamental skills for novice actors, practical insights for professionals, and even tips to help veteran musical performers refine their craft. Educators will find the clear structure ideal for use with multiple courses and programs. Updates in this expanded and revised third edition include: A comprehensive revision of the book's companion website into a fully online "Resource Guide" that includes abundant teaching materials and syllabi for a range of short- and long-form courses, PowerPoint slide decks and printable handouts for every chapter. Updated examples, illustrations, and exercises from more recent musical styles and productions such as Hamilton, Waitress, and Dear Evan Hansen. Revision of rehearsal and performance guidelines to help students and teachers at all levels thrive. Updated and expanded reading/listening/viewing lists for specific-subject areas, to guide readers through their own studies and enhance the classroom experience. New notes in the "The Profession" chapters to reflect the latest trends in casting, self-promotion, and audition practice. Acting in Musical Theatre's chapters divide into easy-to-reference units, each containing group and solo exercises, making it the definitive textbook for students and practitioners alike.

This textbook provides a unique and thorough look at the application of chemical biomarkers to aquatic ecosystems. Defining a chemical biomarker as a compound that can be linked to particular sources of organic matter identified in the sediment record, the book indicates that the application of these biomarkers for an understanding of aquatic ecosystems consists of a biogeochemical approach that has been quite successful but underused. This book offers a wide-ranging guide to the broad diversity of these chemical biomarkers, is the first to be structured around the compounds themselves, and examines them in a connected and comprehensive way. This timely book is appropriate for advanced undergraduate and graduate students seeking training in this area; researchers in biochemistry, organic geochemistry, and biogeochemistry; researchers working on aspects of organic cycling in aquatic ecosystems; and paleoceanographers, petroleum geologists, and ecologists. Provides a guide to the broad diversity of chemical biomarkers in aquatic environments The first textbook to be structured around the compounds themselves Describes the structure, biochemical synthesis, analysis, and reactivity of each class of biomarkers Offers a selection of relevant applications to aquatic systems, including lakes, rivers, estuaries, oceans, and paleoenvironments Demonstrates the utility of using organic molecules as tracers of processes occurring in aquatic ecosystems, both modern and ancient

ALERT: Before you purchase, check with your instructor or review your course syllabus to ensure that you select the correct ISBN. Several versions of Pearson's MyLab & Mastering products exist for each title, including customized versions for individual schools, and registrations are not transferable. In addition, you may need a CourseID, provided by

your instructor, to register for and use Pearson's MyLab & Mastering products. Packages Access codes for Pearson's MyLab & Mastering products may not be included when purchasing or renting from companies other than Pearson; check with the seller before completing your purchase. Used or rental books If you rent or purchase a used book with an access code, the access code may have been redeemed previously and you may have to purchase a new access code. Access codes Access codes that are purchased from sellers other than Pearson carry a higher risk of being either the wrong ISBN or a previously redeemed code. Check with the seller prior to purchase. -- For one-semester undergraduate and graduate level courses in Organizational Behavior. Concise fundamentals for students. Ultimate flexibility for instructors. This bestselling, brief alternative for the OB course covers all the key concepts needed to understand, predict, and respond to the behavior of people in real-world organizations. This text also includes cutting-edge topics and streamlined pedagogy to allow maximum flexibility in designing and shaping your course. The eleventh edition contains expanded and updated coverage on international issues, as well as new sections on the management of information, safety and emotions at work, risk aversion, self-determination theory, managing information, and downsizing. Accompanied by mymanagementlab! See the hands in the air, hear the roar of discussion—be a rock star in the classroom. mymanagementlab makes it easier for you to rock the classroom by helping you hold students accountable for class preparation, and getting students engaged in the material through an array of relevant teaching and media resources. Visit mymanagementlab.com for more information.

Presenting a fascinating insider's view of U.S.A.F. special operations, this volume brings to life the critical contributions these forces have made to the exercise of air & space power. Focusing in particular on the period between the Korean War & the Indochina wars of 1950-1979, the accounts of numerous missions are profusely illustrated with photos & maps. Includes a discussion of AF operations in Europe during WWII, as well as profiles of Air Commandos who performed above & beyond the call of duty. Reflects on the need for financial & political support for restoration of the forces. Bibliography. Extensive photos & maps. Charts & tables.

This handbook implements AFPD 36-22, Air Force Military Training. Information in this handbook is primarily from Air Force publications and contains a compilation of policies, procedures, and standards that guide Airmen's actions within the Profession of Arms. This handbook applies to the Regular Air Force, Air Force Reserve and Air National Guard. This handbook contains the basic information Airmen need to understand the professionalism required within the Profession of Arms. Attachment 1 contains references and supporting information used in this publication. This handbook is the sole source reference for the development of study guides to support the enlisted promotion system. Enlisted Airmen will use these study guide to prepare for their Promotion Fitness Examination (PFE) or United States Air Force Supervisory

Examination (USAFSE).

The significance of the Persian Gulf to international peace and security and to the global energy market cannot be overstated. Events such as the attacks of September 11 and the rise in energy demand and prices have only highlighted the importance of stability in the Gulf to the health of the global economy. This book demonstrates that the nature of military and political threats in the Gulf states (Bahrain, Saudi Arabia, Iran, Iraq, Qatar, Yemen, and the UAE) has shifted during the past three years. Although the threat from Saddam Hussein's Iraq, which produced three recent, major conventional wars-Iran-Iraq (1980-88), Persian Gulf (1990), and Iraq (2003)-has largely disappeared, it has been replaced by concerns over the asymmetric warfare conducted by terrorist organizations and over the proliferation of WMDs by both states and terrorists. These developments are affecting the defense planning and strategic posture of each country, and this book analyzes developments in the force structures of the Gulf states and their ability to deal with this shift in the nature of threat. The military and security forces of the Gulf states must evolve to adapt to the changing nature of the threat and take into account the risk of the Iraqi insurgency and the uncertainty surrounding Iraq's future. The key areas covered in this book include the internal terrorist threat to Saudi Arabia and the Gulf states; the impact of Iran's nuclear program and the risk it poses to energy and internal security in the Gulf area; and border disputes within the region that could develop into conflict. In addition, the book studies the impact of the Iraq War on regional security and the fear of the insurgency spilling over into neighboring states. Cordesman and Al-Rodhan demonstrate a shift toward using internal security services to deal with the threat of extremism and asymmetric warfare. They also suggest that high energy prices and export revenues provide the Gulf countries the opportunity to upgrade their military forces and deal with their undercapitalization as a result of low oil prices in the 1990s. Moreover, they insist that the future of Iraq, the strategic and nuclear posture of Iran, and the terrorist threat will remain major risks and uncertainties in the short to medium run.

At the time of the first edition of Principles of Cancer Biotherapy in 1987, this book represented the first comprehensive textbook on biological therapy. In 1991, when the second edition was published, there was still some doubt on the part of many oncologists and cancer researchers as to the therapeutic value of these new approaches. By 2003 and the fourth edition, it was generally agreed that biopharmaceuticals were producing major opportunities for new cancer therapies. Cancer biotherapy has now truly matured into the fourth modality of cancer treatment. This fifth revised edition describes the tremendous progress that has been made in recent years using biologicals in cancer treatment. This book summarizes an evolving science and a rapidly changing medical practice in biotherapy. In this new millennium, it is now possible to envision a much more diversified system of cancer research and treatment that will afford greater

opportunities for a patient's personalized cancer treatment. This was first envisioned in the 1987 initial edition of this textbook and is now a "new" and popular approach to cancer treatment. Some forms of cancer biotherapy use the strategy of tumor stabilization and control through continued biological therapy, akin to the use of insulin in the treatment of diabetes. This textbook illustrates new methods of thinking and new strategies for control of cancer. It is always difficult to move from past dogma to future opportunity, but this fifth edition of Principles of Cancer Biotherapy illustrates why it is so important to the patients for researchers and clinicians to explore and quickly apply these new opportunities in cancer biotherapy.

The Evolution of the Immune System: Conservation and Diversification is the first book of its kind that prompts a new perspective when describing and considering the evolution of the immune system. Its unique approach summarizes, updates, and provides new insights on the different immune receptors, soluble factors, and immune cell effectors. Helps the reader gain a modern idea of the evolution of the immune systems in pluricellular organisms Provides a complete overview of the most studied and hot topics in comparative and evolutionary immunology Reflects the organisation of the immune system (cell-based, humoral [innate], humoral [adaptive]) without introducing further and misleading levels of organization Brings concepts and ideas on the evolution of the immune system to a wide readership

Concise and practical, "Managing Human Resources, Third Edition" will help you gain a mastery of those issues while you learn the skills you'll need as a manager of people. Using a managerial perspective, the book illustrates the role and impact of technology on globalization, compensation, legal, safety, and health issues. A host of timely features make this book interesting and thought-provoking: The Managerial Perspective, a new introduction for every chapter, focuses on the managerial perspective and summarizes why the material is relevant to managers. Managerial Skill Builder: Issues and Exercises, an end-of-chapter feature, presents a managerial situation relevant to each chapter topic and concludes with questions, issues, exercises, and group projects. Manager's Notebook, located in every chapter, illustrates procedures, tips, and strategies you can really use in management. You Manager It! Discussion Cases, found at the end of every chapter, focus on human resources issues from a manager's perspective and encourage you to think critically. Technology and its influence on human resources information is addressed in every chapter. Globalization and its effect on human resources practices is discussed throughout the book, and the authors address the unique human resources problems faced by multinational organizations. The authors and Prentice Hall are committed to providing a unique learning and teaching package to accompany this third edition. New to this edition: Skills Live! Videos offer dramatizations that highlight a human resources skill related to each part of the text. These videos allow students the opportunity to see what it's like to conduct an interview, give performance appraisals, deal with sexual harassment issues,

and more. PHILIP/CW Web Site (www.prenhall.com/gomez) provides full academic support for both professors and students. Instructors can find answers to current events and Web exercises, download ancillary materials, and more. For students, there is an on-line study guide, current events articles and exercises, Web exercises, and more.

"This book is a translation of historian Carlo Ginzburg's latest collection of essays. Through the detective work of uncovering a wide variety of stories or microhistories from fragments, Ginzburg takes on the bigger questions: How do we draw the line between truth and fiction? What is the relationship between history and memory? Stories range from medieval Europe, the inquisitional trial of a witch, seventeenth-century antiquarianism, and twentieth-century historians."--Provided by publisher.

Public administration is commonly assumed to be a young discipline, rooted in law and political science, with little history of its own. Likewise, teaching and scholarship in this field is often career oriented and geared either toward the search for immediately usable knowledge or guidelines and prescriptions for the future. Although most administrative scientists would acknowledge that their field has a history, their time horizon is limited to the recent past. Raadschelders demonstrates that public administration has in fact a long-standing tradition, both in practice and in writing; administration has been an issue ever since human beings recognized the need to organize themselves in order to organize the environment in which they lived. This history, in turn, underlines the need for administrators to be aware of the importance and contemporary impact of past decisions and old traditions. In seeking to go beyond the usual problem-solving and future-oriented studies of public administration, this volume adds greatly to the cognitive richness of this field of research. Indeed, the search for theoretical generalizations will profit from an approach that unravels long-term trends in the development of administration and government."Raadschelders approaches public administration history from a dual perspective, as trained historian and professor of public administration.... The volume is appropriately called a 'handbook' in view of its methodical listing of the literature on administrative history, together with summaries of numerous authors' principal theories. The second chapter is an essay on sources in the field, including an extended bibliography.... These parts of the book alone make it useful to scholars in the field.... Raadschelders is helpful in other ways as well. The third and fourth chapters offer a highly sophisticated discussion of methodological problems encountered in writing administrative history, including the issue of perceiving 'stage

What Every Therapist Needs to Know About Anxiety Disorders is an integrated and practical approach to treating anxiety disorders for general psychotherapists. What is new and exciting is its focus on changing a patient's relationship to anxiety in order to enable enduring recovery rather than merely offering a menu of techniques for controlling symptoms. Neither a CBT manual nor an academic text nor a self-help book, What Every Therapist Needs to Know About Anxiety

Disorders offers page after page of key insights into ways to help patients suffering from phobias, panic attacks, unwanted intrusive thoughts, compulsions and worries. The authors offer a rich array of therapist-patient vignettes, case examples, stories, and metaphors that will complement the work of trainees and experienced clinicians of every orientation. Readers will come away from the book with a new framework for understanding some of the most frustrating clinical challenges in anxiety disorders, including "reassurance junkies," endless obsessional loops, and the paradoxical effects of effort.

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