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KEY=MAKING - LOGAN SHAFFER

Making Sense of the Organization, Volume 2 The Impermanent Organization [John Wiley & Sons](#) **Making Sense of the Organization** elaborates on the influential idea that organizations are interpretation systems that scan, interpret, and learn. These selected essays represent a new approach to the way managers learn and act in response to their environment and the way organizational change evolves. Readers of this volume will find a wealth of examples and insights which go well beyond thinking and cognition to explain action. The author's ideas are at the forefront of our thinking on leadership, teams, and the management of change. "This book engages the puzzle of impermanence in organizing. Through rich examples, evocative language, artful literature citing, and imaginative connecting, Weick re-introduces core ideas and themes around attending, interpreting, acting and learning to unlock new insights about impermanent organizing. The wisdom in this book is timeless and timely. It prods scholars and managers of organizations to complicate their views of organizing in ways that enrich thought and action." - Jane E. Dutton, Robert L. Kahn Distinguished University Professor, University of Michigan Tensions and paradoxes in temporary organizing [Emerald Publishing Limited](#) This volume brings together empirical and conceptual papers that investigate the Tensions and Paradoxes in Temporary Organizing. Temporary organizing is a widespread phenomenon that continues to grow in importance, and reflects the uncertainty resulting from competition in globalized markets. **Action Research for Business, Nonprofit, and Public Administration A Tool for Complex Times** [SAGE](#) Covering the background, process, and tools needed to undertake and successfully initiate, plan, and complete a participatory action research project within business, nonprofit, and public administration organizations, the book is designed with the business student and professional in mind. It includes features such as diagrams of the PAR process, reflective questions, chapter conclusions, and tables and other visual graphics. **The Impact of the UK Temporary Employment Industry in Assisting Agency Workers since the Year 2000** [Cambridge Scholars Publishing](#) Temporary agency work has been a central topic of employment discourse in recent years, and the flexible working arrangements it can provide individuals and organisations has served to increase this attention in the current economic climate. Temporary employment agencies can provide organisations with fast access to potential staff and individuals with a variety of flexible working opportunities. However, negative worker experiences and the lack of contractual protection have been a source of criticism that resulted in the EU's adoption of the Agency Workers Directive towards the end of 2011. This study is concerned with assessing the impact of the UK temporary employment industry in assisting agency workers since the year 2000, and incorporates four research questions: (1) To what extent have temporary employment agencies provided employment opportunities to vulnerable groups since the year 2000? (2) How are individuals psychologically affected by working as temporary agency workers, and what are the implications? (3) Individual agency workers often interact with several different groups including temporary employment agencies, third party employers, permanent workers and trade unions. Are there tensions that exist between these groups, and how do they manifest themselves? (4) Recent legislative development has occurred with the adoption of the Agency Workers Directive. What are the implications for individual agency workers and temporary employment agencies? The study incorporates semi-structured interviews with agency workers and their permanent colleagues, as well as recruitment consultants and their clients. Additional data from participants' follow-up interviews and analysis of researcher diary extracts serve to build a picture of the temporary employment industry at an individual and organisational level. The findings of the study include the influence that motive can have upon how agency workers view their ensuing employment, the negative psychological impact that reduced contractual obligation can have upon the individual, and the detrimental outcomes that can result from the short-term and cyclical nature of agency employment. Further findings are also discussed, and the text concludes by outlining the study's contribution to knowledge. **Shaping the University of the Future Using Technology to Catalyse Change in University Learning and Teaching** [Springer](#) This book focuses on developing an understanding of the complex interplay of forces acting on individual universities and higher education systems to enable leaders and practitioners to take purposeful and strategic action. It explores the challenging landscape of higher education and the pressures that are reshaping the university as a societal institution, describing the complex interplay of technological, sociological, political and economic forces driving change. The issues analysed are global in scope, reflecting the diversity of contexts, but also the common nature of the challenges facing institutions individually and collectively. The analysis draws on the lessons learnt and evidence from over fifty organisational case studies undertaken by the author over the past decade, exploring organisational change in

higher education institutions in New Zealand, Australia, the United States and the United Kingdom, and on his engagement as president of the ACODE organisation with colleagues responsible for learning technological change in Australasia. The book helps institutions respond to technological change purposefully, in ways that build upon a clear understanding of the complex nature of the existing institution, its students and the organisational context. **Policy Learning and Policy Failure** [Policy Press](#) First published as a special issue of **Policy & Politics**, this updated volume explores policy failures and the valuable opportunities for learning that they offer. Policy successes and failures offer important lessons for public officials, but often they do not learn from these experiences. The studies in this volume investigate this broken link. The book defines policy learning and failure and organises the main studies in these fields along the key dimensions of processes, products and analytical levels. Drawing together a range of experts in the field, the volume sketches a research agenda linking policy scholars with policy practice. **Principles of Marketology, Volume 2 Practice** [Springer](#) **Principles of Marketology, Volume 2** focuses on the practical aspect and demonstrates the applications of marketology referring to market orientation, internal marketing, business, market and competitive analysis concepts and techniques. Then the modern marketology and its developments in the future are discussed. At the end of this volume as the appendix, a handbook of marketology is presented in which a practical manual including simple and summarized descriptions of different needed parts and worksheets for executing marketology in an organization is depicted. **Temporary Organizations Prevalence, Logic and Effectiveness** [Edward Elgar Publishing](#) This important and timely book provides a systematic treatment of temporary organizations an increasingly prevalent organizational form in which organizations work together on a joint task for example, a movie production, a rescue operation, development of a new product for an ex ante limited period of time. Demonstrating that temporary organizations are increasingly common, the book provides insights on how they differ from the classical organization and contributes to our understanding of what makes temporary organizations effective. Contributions by reputed organization scholars focus on the impact that this limited duration has on the way that temporary organizations structure their activities, organize work, use resources and achieve outcomes. Moreover, the tenability of various organizational concepts and theories for temporary contexts is examined and some unique phenomena inherent to temporariness are explored. Researchers interested in organizational design and project management scholars will warmly welcome this book, as will graduate students in organization studies, management studies, public policy studies, leisure studies, public administration and students of project management. **Managing and Working in Project Society** [Cambridge University Press](#) A selection of leading authorities on project organizing explore the effects, opportunities and challenges of a project society. **Land Degradation, Small-Scale Farms' Development, and Migratory Flows in Chiapas Case Study: Tapachula** [kassel university press GmbH](#) This research evaluates the impacts of land degradation on rural development and migration, using a comparative-analysis platform and quantitative and qualitative approaches, based on data from empirical investigations in six rural communities of Tapachula, Chiapas. The results show that deforestation, heavy rains and extreme weather events are the main determinants of land degradation, and that land degradation, smallholder farms' income and outmigration are highly correlated. In addition, they portray a new migration dynamic, from rural areas in the highlands directly to urban centers in the US, and demonstrate that the poverty marginalization context contributes substantially to global migration flows. Despite the harsh labour conditions and the poor economic basis in the area, temporary Guatemalan workers rapidly replace the out-migrated local labour force on coffee plantations and small farms, giving evidence of their life at the fringe of the globalized economy. **ECKM 2020 21st European Conference on Knowledge Management Academic Conferences International Limited** **Project Management Multiplicity** [Samfundslitteratur](#) **Knowledge Development in Transnational Projects** [Routledge](#) Transnational learning has become a buzz phrase in European policy-making and in multi-national business. Learning from the experiences of others is an idea that captivates practitioners and academics alike due to its simplicity and availability in a world that is increasingly characterised by cross-border and global connections. European regions in particular offer a diverse range of solutions to often shared challenges. This provides a knowledge base for other regions to draw on, through regional success stories, publications of 'best practice' and EU cooperation programmes. This book explores 'transnational learning and knowledge transfer' in co-operation programmes and projects. It argues that a deeper understanding of learning needs to be central to the implementation of programmes and projects in order to successfully meet their desired outcomes and goals. By characterising some of the most important preconditions of transnational learning and introducing a process perspective to learning and transfer, this book identifies barriers to learning and knowledge transfer and contributes to a stronger conceptualisation of the topic. In doing so, it opens up the 'black-box' of transnational learning and knowledge development, providing a better understanding of its inner mechanisms. It also provides practical recommendations for policy makers and practitioners involved both at the programme and project level of transnational EU initiatives. This book will be of interest to students, researchers, and policy makers alike working in geography, political studies, legal studies and European studies. **ECKM 2019 20th European Conference on Knowledge Management 2 VOLS** [Academic Conferences and publishing limited](#) **ECKM 2012-Proceedings of the 13th European Conference on Knowledge Management ECKM** [Academic Conferences Limited](#) **Proceedings of the 16th European Conference on Knowledge Management ECKM2015** [Academic Conferences Limited](#) **Designing Training to Shorten Time to Proficiency Online, Classroom and On-the-job Learning Strategies from Research** [Speed To Proficiency Research: S2Pro©](#) This book deals with solving a pressing organizational challenge of bringing employees up to speed faster. In the fast-paced business world, organizations need faster readiness of employees to handle the complex responsibilities of their jobs. The author conducted an extensive doctoral research study with 85 global experts across 66 project cases to explore the practices and strategies that were proven to reduce time to proficiency of employees in a range of organizations worldwide. This book provides the readers with a first-hand account of

findings exclusively related to training and learning strategies, instructional methods, and curriculum design. This book delivers over 21 training and learning strategies across online learning, classroom instructions, and on-the-job learning. These strategies will allow training designers and learning specialists to design workplace training programs that hold the potential to shorten time to proficiency of employees. The book not only describes findings of the study and theoretical underpinnings, but it also provides practical guidance for implementation to equip corporate learning specialists, HR professionals, training leaders, performance consultants, and direct managers. Chapter 1 of the book introduces the research study that was conducted and describes the sampling, participants, data collection and data analysis methodology. Chapter 2 introduces the concept and definition of accelerated proficiency and metrics such as time to proficiency and speed to proficiency. The chapter sets the premise for the business need that demands learning designers to explore methods to shorten time to proficiency of employees. Chapter 3 describes the result of proficiency curve analysis that revealed four possible trajectories to accelerate employee proficiency. Chapter 4 introduces the four key hurdles in the form of the inefficiencies of traditional training models that hamper the acceleration of proficiency. This chapter sets the stage what needs to be avoided when designing training meant to accelerate proficiency. Chapter 5 addresses the group of findings related to online or e-learning. A conceptual model is presented to describe five e-learning strategies with the great potential to accelerate proficiency in workplace skills. Chapter 6 focuses on findings grouped as the formal classroom or instructor-led instructional strategies. The chapter specifies five instructional strategies to design classroom training and deliver an enriched learning experience to put learners on an accelerated proficiency path. Chapter 7 explains the findings grouped as on-the-job learning or workplace learning strategies. The chapter describes three strategies for workplace learning design to leverage workplace opportunities and interventions which reported great potential to accelerate proficiency. The chapter presents a conceptual model of workplace learning strategies to guide the implementation of these strategies. Chapter 8 consolidate the strategies for online learning, classroom learning and workplace learning into a simple model for training design that holds the potential to create training that can contribute into shortening time to proficiency of the employees. Chapter 9 concludes the book with final thoughts on the role of training and learning strategies toward accelerating proficiency in the long run. **Modelling Accelerated Proficiency in Organisations Practices and Strategies to Shorten Time-to-Proficiency of the Workforce** [Speed To Proficiency Research: S2Pro©](#) This book presents a research thesis of a large-scale study conducted with over 50 large organizations in 7 countries with 80 business leaders to understand how businesses speed up the proficiency of their employees to meet business challenges. The book describes a start-to-end research study that explored the concept of 'accelerated proficiency' of employees in organizations. The book is organized into five chapters. The book introduces the concept of accelerated proficiency in a business context in light of reviews of four decades of classic studies. The research methodology to identify sources, recruit participants, and the mechanism to collect as well as analyze data have been explained in detail. The book reveals six business practices implemented by organizations across the board that seem to make a major impact in shortening the time to proficiency of employees. Important observations and findings have been discussed as implications in regards to how organizations orchestrated six business practices as an input-output-feedback system to reduce the time-to-proficiency of the workforce. The book briefly explains how these six practices were implemented through a set of twenty-four strategies in various contexts. The concepts and findings discussed in this book contribute significantly to the body of knowledge on accelerated proficiency. In particular, the conceptual model and the framework developed in this study can be implemented across a range of contexts, business sectors, job types, and settings to reduce the time-to-proficiency of the workforce. **The International Encyclopedia of Organizational Communication, 4 Volume Set** [John Wiley & Sons](#) The International Encyclopedia of Organizational Communication offers a comprehensive collection of entries contributed by international experts on the origin, evolution, and current state of knowledge of all facets of contemporary organizational communication. Represents the definitive international reference resource on a topic of increasing relevance, in a new series of sub-disciplinary international encyclopedias Examines organization communication across a range of contexts, including NGOs, global corporations, community cooperatives, profit and non-profit organizations, formal and informal collectives, virtual work, and more Features topics ranging from leader-follower communication, negotiation and bargaining and organizational culture to the appropriation of communication technologies, emergence of inter-organizational networks, and hidden forms of work and organization Offers an unprecedented level of authority and diverse perspectives, with contributions from leading international experts in their associated fields Part of The Wiley Blackwell-ICA International Encyclopedias of Communication series, published in conjunction with the International Communication Association. Online version available at Wiley Online Library Awarded 2017 Best Edited Book award by the Organizational Communication Division, National Communication Association **Innovative Workplaces Making Better Use of Skills within Organisations Making Better Use of Skills within Organisations** [OECD Publishing](#) This volume shows that interaction within organisations - as well as individual and organisational learning and training - are important for innovation. **Fundamentals of Management** [Cengage Learning](#) Master the process of management with the skills-based, functional approach in Griffin's FUNDAMENTALS OF MANAGEMENT, 10E. Timely content focuses on active planning, leading, organizing and controlling as you examine emerging management topics and the latest trends. New discussions explore the impact of technology, the importance of a green business environment, the need to adapt in changing times, ethical challenges and the increasing importance of diversity. This is one of the first management books to examine the impact of the COVID-19 pandemic and resulting economic turmoil. New cases and updated learning features support a balance of classic theory and contemporary practice. You learn to think and act like a successful manager as hundreds of well-researched, contemporary examples demonstrate the importance of strong management in any type of

organization, from Starbucks and Hilton Hotels to Quicken Loans. Important Notice: Media content referenced within the product description or the product text may not be available in the ebook version. **U2 Above, Across, and Beyond Interdisciplinary Assessments** [Lexington Books](#) This book offers new essays from interdisciplinary perspectives on U2's career-long dynamic of resisting conventional boundaries in order to erase barriers that inhibit growth, understanding, and progress. **Sustainable Tourism in Asia People and Places** [Cambridge Scholars Publishing](#) This collection brings together papers presented at two international conferences on the theme of sustainable tourism in Hong Kong, namely the "International Conference on Sustainable Tourism and Resilient Communities", held on 6-8 May 2015, and the "International Conference on Sustainable Tourism and Global-Local Understanding", held on 11-13 May 2016. Considering the rapid development of tourism in the Asia-Pacific region, there have been numerous vigorous discussions about sustainability and tourism. These conferences provided platforms for international scholars, researchers and students to share empirical studies and cases of sustainable tourism from different perspectives and on different themes. As such, this volume has a focus on Asian cases and examples, and, therefore, contributes to form a rich reference work for tourism researchers, tourism development leaders, policy-makers and practitioners. **Beyond New Media Discourse and Critique in a Polymediated Age** [Lexington Books](#) Bringing together rhetorical, media studies, organizational communication, ethnographic, pop culture, mass communication, gender studies, and educational technology backgrounds to bear on polymediation, the authors interrogate the language by which we talk about the contemporary media landscape and the impact of the media on people's lives. **Knowledge Management in Organizations 10th International Conference, KMO 2015, Maribor, Slovenia, August 24-28, 2015, Proceedings** [Springer](#) This book contains the refereed proceedings of the 10th International Conference on Knowledge Management in Organizations, KMO 2015, held in Maribor, Slovenia, in August 2015. The theme of the conference was "Knowledge Management and Internet of Things." The KMO conference brings together researchers and developers from industry and academia to discuss how knowledge management using big data can improve innovation and competitiveness. The 59 contributions accepted for KMO 2015 were selected from 163 submissions and are organized in topical sections on: knowledge management processes, successful knowledge sharing and knowledge management practices, innovations for competitiveness, knowledge management platforms and tools, social networks and mining techniques, knowledge management and the Internet of Things, knowledge management in health care, and knowledge management in education and research. **Management** [Cengage Learning](#) **MANAGEMENT, 12E**, takes a functional, skills-based approach to the process of management with a focus on active planning, leading, organizing and controlling. Griffin carefully examines today's emerging management topics, including the impact of technology, importance of a green business environment, ethical challenges, and the need to adapt in changing times. This edition builds on proven success to help strengthen your management skills with a balance of classic theory and contemporary practice. Numerous new and popular cases and learning features highlight the challenges facing today's managers. Hundreds of well-researched contemporary examples, from Starbucks to The Hunger Games to professional baseball, vividly demonstrate the importance of strong management to any type of organization. Important Notice: Media content referenced within the product description or the product text may not be available in the ebook version. **Authority Control in Organizing and Accessing Information Definition and International Experience** [Routledge](#) International authority control will soon be a reality. Examine the projects that are moving the information science professions in that direction today! In **Authority Control in Organizing and Accessing Information: Definition and International Experience**, international experts examine the state of the art and explore new theoretical perspectives. This essential resource, which has its origins in the International Conference on Authority Control (Italy, 2003), addresses standards, exchange formats, and metadata—with sections on authority control for names, works, and subjects. Twenty fascinating case examples show how authority control is practiced at institutions in various nations around the world. **Authority Control in Organizing and Accessing Information** provides an essential definition of authority control and then begins its sharply focused examinations of essential aspects of authority control with a section entitled "State of the Art and New Theoretical Perspectives." Here you'll find chapters focusing on: the current state of the art—with suggestions for future developments the importance (and current lack) of teaching authority control as part of a library/information science curriculum the guidelines and methodology used in the creation of Italy's SBN Authority File Next, "Standards, Exchange Formats, and Metadata" covers: Italy's Bibliografia Nazionale Italiana UNIMARC database, which was created using authority control principles the past and present activities of the International Federation of Library Associations and Institutions (IFLA), and an examination of IFLA's Working Group on Functional Requirements and Numbering of Authority Records (FRANAR) metadata standards as a means for accomplishing authority control in digital libraries traditional international library standards for bibliographic and authority control the evolution and current status of authority control tools for art and material culture information the UNIMARC authorities format—what it is and how to work with it "Authority Control for Names and Works" brings you useful, current information on: changes and new features in the new edition of the International Standard Archival Authority Record (Corporate Bodies, Persons, Families) Encoded Archival Context (EAC)—and its role in enhancing access to and understanding of records, and how it enables repositories to share creator description the LEAF model for collection, harvesting, linking, and providing access to existing local/national name authority data national bibliographic control in China, Japan, and Korea, plus suggestions for future cooperation between bibliographic agencies in East Asia authority control of printers, publishers, and booksellers how to create up-to-date corporate name authority records authority control (and the lack of it) for works "Authority Control for Subjects" updates you on: subject gateways—with a look at the differences between the Program for Cooperative Cataloging's SACO program and browsable online subject gateways MACS—a virtual authority file that crosses language barriers to provide multilingual access OCLC's FAST project, which strives

to retain the rich vocabulary of LCSH while making the schema easier to understand, control, apply, and use the efforts of Italy's National Central Library toward semantic authority control the interrelationship of subject indexing languages and authority control—with a look at the “semantics vs. syntax” issue how subject indexing is done in Italy's Servizio Bibliotecario Nazionale “Authority Control Experiences and Proje Community Practices for Disaster Risk Reduction in Japan [Springer Science & Business Media](#) This book presents key lessons from community-based risk-reduction practices in Japan, a country that is often hit by disasters and that also has shown strong resilience in coping with those disasters. Japan has a strong governance system for disaster risk reduction. However, the Kobe earthquake of 1995 showed the importance of community involvement in disaster response as well as recovery. With several examples from different parts of Japan, the book elaborates on the importance of community-based risk reduction and the innovations required for sustaining some of the community approaches. The book has 13 chapters and is divided into three parts: (1) Evolution of community-based risk reduction in Japan; (2) Community-based risk-reduction issues; and (3) Case studies. The primary target groups for this book are students and researchers in the fields of environment, disaster risk reduction, and climate change studies. The book provides them with a good idea of the current research trends in the field and furnishes basic knowledge about these vital topics. Another target group comprises practitioners and policy makers, who will be able to apply the knowledge collected here to policy and decision-making. Pond Conservation in Europe [Springer Science & Business Media](#) Ponds are an exceptional freshwater resource around the world and represent thirty percent of the global surface area of standing water. Furthermore, the millions of ponds which exist exhibit a particularly high biodiversity and have a high potential for ecosystem functions and services. Despite these impressive features, ponds face many threats from a variety of human activities and receive little or no protection under European and national legislation. Consequently, there is an urgent need to protect, consolidate and increase the pond resource in Europe. In order to achieve these objectives, the European Pond Conservation Network (EPCN) was launched 2004 in Geneva. Its aim is to promote the awareness, understanding and conservation of these small water bodies in the European landscape. This volume of “Developments in Hydrobiology” presents a selection of 31 papers presented during EPCN conferences held in 2006 in France (Toulouse) and in 2008 in Spain (Valencia). They represent a diverse collection of themes from across the continent and North Africa and present new and original insights into topics as wide ranging as pond biodiversity; human disturbance; landscape ecology; ecological assessment and monitoring; practical management measures; ecological restoration; hydrology and climate change; invasive species and threatened species. The Sociology of Military Science Prospects for Postinstitutional Military Design [Bloomsbury Publishing USA](#) This groundbreaking work challenges modernist military science and explores how a more open design epistemology is becoming an attractive alternative to a military staff culture rooted in a monistic scientific paradigm. The author offers fresh sociological avenues to become more institutionally reflexive - to offer a variety of design frames of reference, beyond those typified by modern military doctrine. Modernist military knowledge has been institutionalized to the point that blinds militaries to alternative designs organizationally and in their interventions. This book seeks to reconstruct strategy and operations in "designing ways" and develops theories of action through multifaceted contextualizations and recontextualizations of situations, showing that Military Design does not have to rely on set rational-analytic decision-making schemes, but on seeking alternative meanings in- and on-action. The work offers an alternative philosophy of practice that embraces the unpredictability of tasks to be accomplished. Written by Colonel Papparone (U.S. Army, Ret., PhD) with a special chapter by two active duty officers, it will appeal to all in military and security studies, including professionals and policymakers. Handbook of Validation in Pharmaceutical Processes, Fourth Edition [CRC Press](#) Revised to reflect significant advances in pharmaceutical production and regulatory expectations, Handbook of Validation in Pharmaceutical Processes, Fourth Edition examines and blueprints every step of the validation process needed to remain compliant and competitive. This book blends the use of theoretical knowledge with recent technological advancements to achieve applied practical solutions. As the industry's leading source for validation of sterile pharmaceutical processes for more than 10 years, this greatly expanded work is a comprehensive analysis of all the fundamental elements of pharmaceutical and bio-pharmaceutical production processes. Handbook of Validation in Pharmaceutical Processes, Fourth Edition is essential for all global health care manufacturers and pharmaceutical industry professionals. Key Features: Provides an in-depth discussion of recent advances in sterilization Identifies obstacles that may be encountered at any stage of the validation program, and suggests the newest and most advanced solutions Explores distinctive and specific process steps, and identifies critical process control points to reach acceptable results New chapters include disposable systems, combination products, nano-technology, rapid microbial methods, contamination control in non-sterile products, liquid chemical sterilization, and medical device manufacture The Impact of Cartels on National Economy and Competitiveness A Lithuanian Case Study [Springer](#) The book presents theoretical and empirical research on the integrated assessment of cartels' effects on national economies. The empirical analysis is based on three cases in Lithuania, a country chosen because it corresponds to the features of a small economy with a developing culture of competition. An integrated assessment of a cartel's impact by measuring the net economic effect created by its operations on the market is extremely important at the scale of national economies. If a cartel's true impact is not identified and evaluated, it is impossible to make important strategic decisions, for the whole economy instead of individual affected parties and to establish an optimum baseline for mitigating the harm done to the economy. Thus, an integrated cartel impact assessment can help to more proactively combat cartel agreements on the market and improve the economic welfare of the respective country. Human Rights in Labor and Employment Relations International and Domestic Perspectives [Cornell University Press](#) The concept of human rights at work has advanced significantly in the last decade. The authors of the essays in Human Rights in Labor and Employment Relations focus in various ways on how the

promotion and protection of human rights at workplaces here and around the world posit a new set of values and approaches that challenge every orthodoxy in the employment relations field, every practice and rule based in that orthodoxy, and even the underlying premises and intellectual foundations of contemporary labor and employment systems. The authors constitute a diverse and accomplished group of human rights activists, practitioners, and scholars. Implementing the theme of the volume, they address a wide range of important subjects: worker health and safety, child labor, worker freedom of association, migrant and forced labor, the human rights obligations of employers, workplace discrimination, and workers with disabilities. The authors also discuss the implications of their findings for labor and employment research and, where relevant, make pragmatic proposals for change. Contributors: Susanne M. Bruyère, Cornell University; Lance Compa, Cornell University; James A. Gross, Cornell University; Jeffrey Hilgert, Cornell University; Barbara Murray, International Labour Organization; Tonia Novitz, University of Bristol; Maria L. Ontiveros, University of San Francisco Law School; Edward E. Potter, Director of Global Workplace Rights, Coca-Cola Company and U.S. Employer Delegate, International Labour Organization Conference; Marika McCauley Sine, Global Stakeholder Engagement Manager, Coca-Cola Company; Rebecca Smith, National Employment Law Project; Burns H. Weston, University of Iowa Handbook of Research on Human Factors in Contemporary Workforce Development | [IGI Global](#) The development of any organization is deeply connected with the influences of its employees. By implementing new competencies in the workforce, both the employees and the business overall can thrive. The Handbook of Research on Human Factors in Contemporary Workforce Development is a pivotal source for the latest scholarly perspectives on social aspects and employee influences on modern business environments. Including a range of topics such as gender diversity, performance appraisal, and job satisfaction, this publication is an ideal reference for academics, professionals, students, and practitioners seeking content on optimizing development in contemporary organizations. GB 50157-2003 English Translation of Chinese Standard GB 50157-2003 Code for Design of Subway (English Version) <https://www.codeofchina.com> 1.0.1 This Code is designed to guarantee safety, reliability, adaptability, economy and advanced technology in metro design. 1.0.2 This Code is applicable to new metro engineering design adopting steel wheel and steel track system. This code can be referred to rebuilt and extended metro engineering and those whose the highest running speed exceeds 100km/h, as well as urban rail transit of other types. 1.0.3 Metro engineering design must comply with general urban planning and urban rail transit network planning approved by competent governmental authorities. 1.0.4 Under the precondition that metro engineering has satisfied requirement of system safety, function and environment, aerial defence requirement can be determined by competent municipal authorities according to concrete conditions. 1.0.5 Design period of metro engineering shall be divided into three stages, such as preliminary stage, short-term stage and long-term stage. The preliminary stage of metro engineering shall be completed for train operation within 3 years, and short-term stage shall be within 10 years and long-term stage shall be within 25 years. 1.0.6 Construction scale and equipment capacity of metro engineering as well as area of land occupied by depot and stabling yard shall be determined according to forecasted long- term passenger flow volume and passing capacity of train. Design of engineering and configuration that can be constructed by stages shall consider by-stage extension and setting. 1.0.7 Design service life of main metro structure shall be 100 years. 1.0.8 Metro line shall adopt right driving and double line mode, and 1435mm standard gauge shall be adopted. 1.0.9 Metro line must adopt fully-close mode, and operation is high-density and depot- grouping operations are recommended to be adopted. The maximum operation capacity of long-term design is recommended to adopt 40 pairs of train per hour, but shall not be less than 30 pairs of train. 1.0.10 Train number of each group in preliminary, short-term and long-term stages shall be determined according to forecasted passenger flow volume, allowable passenger number of train and designed density of train flow separately. Allowable passenger number of train shall be the total number of seat number on train and number of passengers who stand in train. Allowable passenger number at free area in train shall be 6/m². 1.0.11 Metro depot shall be designed according to line network planning. According to concrete conditions, one depot can be set on each line or one depot can be shared by several lines. Where length of one line exceeds 20km, extra stabling yard can be set at appropriate places according to operation requirements. 1.0.12 Convenient travel change shall be adopted at crosses among metro lines and other rail transit lines. Travel change between metro lines and other general ground traffic lines is recommended to consider uniform planning. 1.0.13 During design of shallowly-embedded and overhead ground wires, measures shall be adopted to reduce noise and shake and to avoid influence on biological environment, and shall comply with emission provisions of applicable national standards. The emission, sewage and solid waste discharged from the metro system shall meet the relevant discharge standards of the nation. 1.0.14 Determination of modes and quantity of ground and overhead metro devices shall consider influences on urban landscape and coordination with ambient environments. 1.0.15 Earthquake protection intensity shall be determined according to earthquake safety evaluation approved by competent authorities of local government. 1.0.16 Ground and overhead metro engineering crossing and adjacent to rivers shall be designed according to 1/100 flood frequency standard. Metro engineering crossing rivers and lakes shall have flood-proof gate or adopt other flood-proof measures at appropriate positions at ends of relevant water area. 1.0.17 Metro design shall gradually realize electromechanical equipment integrated automation centralized on train travel direction and train operation. 1.0.18 Selection of metro electromechanical equipments and trains shall consider standardization and series, and China-made equipments are recommended to be adopted. 1.0.19 During metro design, measures shall be adopted to reduce engineering cost and operation cost, but metro safety, reliability and adaptability shall not be affected. 1.0.20 In addition to provisions prescribed herein, metro design shall also comply with relevant provisions of the current national compulsive standards. Risk, Reliability and Safety: Innovating Theory and Practice Proceedings of ESREL 2016 (Glasgow, Scotland, 25-29 September 2016) [CRC Press](#) Risk, Reliability and Safety

contains papers describing innovations in theory and practice contributed to the scientific programme of the European Safety and Reliability conference (ESREL 2016), held at the University of Strathclyde in Glasgow, Scotland (25–29 September 2016). Authors include scientists, academics, practitioners, regulators and other key individuals with expertise and experience relevant to specific areas. Papers include domain specific applications as well as general modelling methods. Papers cover evaluation of contemporary solutions, exploration of future challenges, and exposition of concepts, methods and processes. Topics include human factors, occupational health and safety, dynamic and systems reliability modelling, maintenance optimisation, uncertainty analysis, resilience assessment, risk and crisis management. **TALIS 2018 Results (Volume II) Teachers and School Leaders as Valued Professionals** [OECD Publishing](#) This report aims to provide an in-depth analysis of teachers' and school leaders' perceptions of the value of their profession, their work-related well-being and stress, and their satisfaction with their working conditions. It also offers a description of teachers' and school leaders' contractual arrangements, opportunities to engage in professional tasks such as collaborative teamwork, autonomous decision making, and leadership practices. **Project-Based Organizing and Strategic Management** [Emerald Group Publishing](#) Facilitates discussion about project-based organizations (PBOs) and how they increasingly pervade business dimensions, from R&D and new product development, to the production of complex capital goods and implementation of organizational change across very different industries such as management consulting, engineering or entertainment. **Oil and Gas, Technology and Humans Assessing the Human Factors of Technological Change** [CRC Press](#) The oil and gas industry is going through a major technological shift. This is particularly true of the Norwegian continental shelf where new work processes are being implemented based on digital infrastructure and information technology. The term Integrated Operations (IO) has been applied to this set of new processes. It is defined by the Centre for Integrated Operations in the Petroleum Industry as 'work processes and technology to make smarter decisions and better execution, enabled by ubiquitous real time data, collaborative techniques and access to multiple expertise'. It's claimed that IO is efficient, optimises exploration, reduces costs and improves safety performance. However, the picture is not as clear-cut as it may appear. On the one hand, the new work processes do not prevent major accidents: IO-related factors have been identified in recent events such as the Deepwater Horizon catastrophe. On the other hand, IO technology provides improved decision-making support (such as access to real-time data and expertise), which can reduce human and material losses and damage to the environment. Given these very different properties, it's vital that the industry has a detailed understanding of the benefits and drawbacks of IO, which this book sets out to do from a multidisciplinary point of view. It analyses Integrated Operations from the angles of statistics, management science, human factors and resilience engineering. These varied disciplines provide a multifaceted understanding of IO that better informs risk assessment practices, as well as explaining new techniques and methods and provides state-of-the-art guidance to risk assessment practitioners working in the oil and gas industry. **Healthy Worker and Healthy Organization A Resource-Based Approach** [CRC Press](#) This book presents research on the determinants of workers' health (physical and mental well-being) and the organization's health (performance and culture). It addresses the impact of psychosocial working conditions on workers' well-being, and their performance, productivity, innovation, and morale at work. Discusses how to manage workers to enable them to be engaged and creative Raises employee awareness on how to maintain good physical and mental health at work Covers how to work beyond retirement age Presents how to design a work environment that prevents counterproductive behaviors Covers work-life balance and how it can affect work This book is aimed at professionals, postgraduate students, scientists, and practitioners in the fields of work and health psychology, management, occupational health and safety, and human resource management.