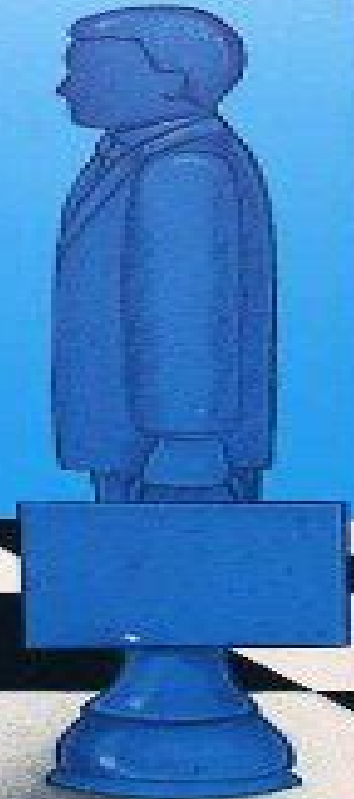
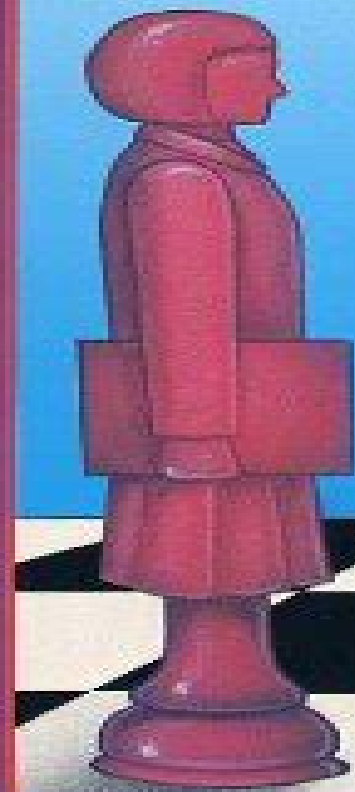


# People In Organizations

**A GUIDE TO  
SOLVING CRITICAL  
HUMAN RESOURCE  
PROBLEMS**

American Chamber of Commerce Publishers



**Joseph D. Levesque**

# People In Organizations A Guide To Solving Critical Human Resource Problems

**Raffaela Di Napoli**



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West, Montgomery R. Van Wart, 2019-03-04 Recognizing the inherent tensions and contradictions that result from managing people in organizations *Human Resource Management in Public Service Paradoxes Processes and Problems* offers provocative and thorough coverage of the complex issues of management in the public sector Continuing the award winning tradition of previous editions this Sixth Edition helps students to understand complex managerial puzzles and explores the stages of the employment process including recruitment selection training legal rights and responsibilities compensation and appraisal Grounded in real public service experiences the book emphasizes hands on skill building and problem solving New to the Sixth Edition Ethics case studies have been added to all the chapters enabling students to learn about a variety of ethical situations that come up in management Updated and consolidated recruiting strategies offer students a window into the most current methods used in the recruitment process and provide insight into the job seeker s perspective New examples from a broad range of local state federal and international settings enable students to apply key concepts to common management issues

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**Intellectual Capital and Organizational Performance** Francesca Sgrò, 2021-07-20 This monograph provides empirical evidence on the relationship between intellectual capital IC and organizational performance of social cooperative enterprises SCEs that work in the non profit sector The author presents a survey of a sample of SCEs located in Italy to identify the main components of IC for SCEs and to investigate the effect of IC sub dimensions on a firm s performance The book thus presents new empirical evidence on IC in non profit organizations along with a revelation of the main value drivers by using the survey method as an IC measurement tool combined with a principal components analysis Finally considering

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demand for eco friendly products and services there is a need for green training and green human resource development to support green creativity and eco innovation for sustainability By incorporating green initiatives into human resource practices organizations can maintain a positive impact on the environment With a full understanding of sustainable business practices positive impacts on the environmental management field become easier to produce Human Resource Management Practices for Promoting Sustainability is a pivotal reference source that explores the incorporation of green initiatives into all aspects of human resource management practices in a variety of industries The book delivers a discussion on green human capital collective green intelligence and competencies that are essential to cope with the challenges in Industry 4 0 It also provides a basis for green recruitment and selection processes as a way of promoting pro environmental behavior in the labor markets While highlighting a broad range of topics including employee relations knowledge management and recruitment this book is ideally designed for executives entrepreneurs human resource managers academicians researchers and students The book is also suitable for conventional and corporate universities looking to meet sustainable development goals as well as policymakers as it provides a guideline in designing and implementing green creativity and eco innovation based on a wide range of global issues confronting sustainability in the Fourth Industrial Revolution

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