

# managing people in organizations

contemporary theory  
and practice



jeremy adams



# People And Organisations

**Bert Hedeman, Roel Riepma**



## **People And Organisations:**

**Managing the Human Resource in the 21st century ,      Understanding Human Ecology** Geetha Devi T. V.,2019-01-15 This book examines the domain of human agency environment interaction from a multidimensional point of view It explores the human environment interface by analysing its ethical political and epistemic aspects the value aspects that humans attribute to their environment the relations of power in which the actions and their consequences are implicated and the meaning of human actions in relation to the environment The volume delineates the character of this domain and works out a theoretical framework for the field of human ecology This book will be a must read for students scholars and researchers of environmental studies human ecology development studies environmental history literature politics and sociology It will also be useful to practitioners government bodies environmentalists policy makers and NGOs

**Understanding People and Organisations** Linda Maund,1999 This is an introduction to organisational behaviour for business students illustrated with case studies to allow the student to explore key issues practically It discusses the individual in organisations including personality perception communication and learning job design and stress analyses the role of groups and group dynamics in organisations and considers the way organisational structures link individuals and groups in the pursuit of the organisation s goals      *Work and Idleness* Jane Wheelock,John Vail,2012-12-06 *Work and Idleness* develops the view that redistributing employment is a feasible capitalist solution not just to the unemployment which particular groups suffer but also to the work that others have to contend with including many women Putting the redistribution of employment on the policy agenda opens up debate on how to ensure a more equitable and fulfilling relationship between the ways we gain our livelihoods and the lives we lead Growing insecurity in labour markets and changing patterns in the commodification of labour have led to a redistribution of paid and unpaid labour time as the structure of power relations the gender order discrimination and state regulation have been modified The first main trend affecting insecurity is mass unemployment and the growth of workless households A second notable trend is a gender based redistribution of hours worked The third major trend is a shift from full time waged work to full time self employment Part I of this book presents the main economic theories driving the continuing divide between the intensification of work and the extension of idleness Part II documents the ways in which the shift to mass idleness in advanced industrial countries has hit some groups particularly hard the youngest and oldest age groups and other groups including disabled workers have traditionally been subject to discrimination in the labor markets Part III provides a set of policy prescriptions      Radical Inclusive Education Anat Greenstein,2015-06-12 Many people who work in education start out with enthusiastic ideals about education as a positive force that can spur change in the life of the learner and in society at large yet find themselves frustrated with a bureaucratic system that often alienates and excludes many of its students This is particularly true for students identified as having special educational needs SEN or disability a label often used to justify the ways in which

students are failed by a system that focuses on narrow definitions of knowledge seeks to normalise and control behaviour and values economic productivity over other forms of human activity Radical Inclusive Education explores how current educational practices such as standardised tests and league tables exclude and fail many disabled students and naturalise educational inequalities around gender class ethnicity and ability Informed by the social model of disability the book argues that educational theories and practices that are geared towards social justice and inclusion need to recognise and value the diversity of human embodiments needs and capacities and foster pedagogical practices that support relations of interdependency The book draws on work in disability studies critical psychology and critical pedagogy and also real life examples from interviews with activists in the disabled people s movement and from research in a school to offer examples of what radical inclusive education that is sensitive to the needs of all students might look like in practice As such it will be of great interest to practitioners and students in the field of education particularly for those interested in SEN and disability sociology of education critical pedagogy informal education and social movement learning

Project Management by ICB4 - IPMA Bert Hedeman, Roel Riepma, 2023-09-21 IPMA observes an increasing number and importance of projects in business public and people s lives also known as projectification In the world of globalisation an increasing number of organisations are working project based to cope with the challenges of modern times Especially now society is on the brink of such significant changes as global warming and artificial intelligence Projects drive the development of new products and services expansions new capabilities implementation of new strategies and new generations of infrastructure and major maintenance and upgrade of existing facilities and infrastructure This book provides a knowledge base for developing individual competencies for managing projects as described in the IPMA Individual Competence Baseline version 4 which encompasses Perspective competencies People competencies Practice competencies As projects become increasingly important we must continue to realise that projects begin and end with people and that their competent performance within the broader context of the environment is at the heart of any successful project In this book theories and practices for all ICB4 competencies are described They are logically sequenced explained and enriched with practical approaches which can be learned and applied in the daily project management practice As such it aligns entirely with IPMA s vision to strengthen competence across society to enable a world in which all projects succeed This book also supports obtaining an IPMA certificate as proof of your competence in projects

**Action Research in Organisations** Jean McNiff, Jack Whitehead, 2002-01-04 The current orthodoxy is that knowledge is the most powerful resource for organisational success So how can managers develop the appropriate knowledge base to make their organisations grow The answer lies in action research Action research is increasingly perceived and used as a powerful methodology to promote professional awareness and development However there are very few texts that demonstrate how this can be utilised to promote management and organisational improvement or that emphasise the reflective nature of improving professionalism Action Research in Organisations fills this gap Aimed at

both practising managers and university students alike key features of this title include the location of management and organisational theory within a framework examination of the principles and practice of action research real world examples and case studies of people attempting to improve their own situations through action research

**The Transformation of Capacity in International Development** Avidah K. Mayville, 2019-11-30 The Transformation of Capacity in International Development exposes the transformation of capacity within the development discourse through a discursive analysis of USAID projects in Afghanistan and Pakistan between 1977 and 2017 As development agendas increasingly call for human rights approaches to development and the foreign policies of donor states sound alarms over global security threats capacity development has emerged as the solution to the complex problem of development Through this examination of USAID s attempts to build capacity in Afghanistan and Pakistan the book exposes how Western notions of progress constructed by institutions government officials scholars and private sector actors are obscured by the transformation of capacity As agendas are translated into projects they perpetuate historical relationships of global inequality that have corrupted and compete with indigenous models of governance The Transformation of Capacity in International Development has implications for those considering the future of human rights based approaches to development the international management of global security threats and the sustainability of donor investments

*Disability, Hate Crime and Violence* Alan Roulstone, Hannah Mason-Bish, 2013 This text provides a comprehensive and interdisciplinary examination of disability hate crime and violence exploring its emergence on the policy agenda Engaging with debates in criminology disability and violence studies it looks at violences in their myriad forms as they are seen to impact upon disabled people s lives

**Prospects for Adaptive and Sustainable Livelihoods for the Indigenous Peoples of Africa** Costantinos Berhutesfa, 2024-12-20 Beginning in the early 1990s Africa has been experiencing a major ground swell of social economic and political changes An array of declarations and communiqués notwithstanding the crisis has forced indigenous peoples to become chronically dependent on international charity This is one of the greatest tragedies of the 21st century This book is a result of research conducted across Africa beginning in 2003 that was invaluable in understanding the conditions and views of indigenous peoples who are the victims rather than the beneficiaries of land grabbing and infrastructure development The book highlights the impediments to the livelihoods that indigenous peoples had developed over centuries brought about by political change It also proposes various local and regional actions to mitigate this which aim to simultaneously enhance climate resilience productivity and access to adequate stocks goods and services

[African Disability Rights Yearbook Volume 3 2015](#) Charles Ngwena, Ilze Grobbelaar-du Plessis, Helene Combrinck, Serges Djoyou Kamga, 2015-01-01 African Disability Rights Yearbook Volume 3 2015 Edited by Charles Ngwena Ilze Grobbelaar du Plessis Helene Combrinck and Serges Djoyou Kamga 2015 ISSN 2311 8970 Pages 337 Print version Available Electronic version Free PDF available About the publication The 2014 issue of the African Disability Rights Yearbook addresses disability rights within the foundational structure laid down by the inaugural

issue The structure comprises a tripartite division between articles country reports and shorter commentaries on recent regional and sub regional developments The African Disability Rights Yearbook aims to advance disability scholarship Coming in the wake of the United Nations Convention on the Rights of Persons with Disabilities it is the first peer reviewed journal to focus exclusively on disability as human rights on the African continent It provides an annual forum for scholarly analysis on issues pertaining to the human rights of persons with disabilities It is also a source for country based reports as well as commentaries on recent developments in the field of disability rights in the African region The African Disability Rights Yearbook publishes peer reviewed contributions dealing with the rights of persons with disabilities and related topics with specific relevance to Africa Africans and scholars of Africa The Yearbook appears annually under the aegis of the Centre for Human Rights Faculty of Law University of Pretoria The Yearbook is an open access online publication see [www.adry.up.ac.za](http://www.adry.up.ac.za) About the editors Charles Ngwenya is Professor Department of Constitutional Law and Legal Philosophy Faculty of Law University of the Free State South Africa Ilze Grobbelaar du Plessis is a senior lecturer and holds the degrees BJuris LLB LLM LLD from the University of Pretoria Helene Combrinck is Associate Professor at the Centre for Disability Law and Policy University of the Western Cape Serges Djoyou Kamgais is Senior Lecturer at TMALI UNISA Table of Contents EDITORIAL SECTION A ARTICLES The sexual and reproductive health rights of women with disabilities in Africa Linkages between the CRPD and the African Women s Protocol Lucyline Nkatha Murungi Ebenezer Durojaye Sexual and reproductive rights of women with disabilities Implementing international human rights standards in Lesotho Itumeleng Shale How assessments of testimonial competence perpetuate inequality and discrimination for persons with intellectual disabilities An analysis of the approach taken in South Africa and Zimbabwe Dianah Msipa Unpaid carers of persons with disabilities in Africa and Latin America Gender human rights and invisibility Marina Mendez Erreguerena Confronting the double marginalisation of girls with disabilities Practical challenges for the realisation of the right to education for girls with disabilities under the Disability Act of Malawi J Nyanda The hugger mugger of enforcing socio economic rights in Ghana A threat to the rights of persons with disabilities Justice Srem Sai SECTION B COUNTRY REPORTS Eritrea Futsum Abbay Lesotho Itumeleng Shale Morocco Arlene S Kanter Sierra Leone Romola Adeola Swaziland Simangele Daisy Mavundla Tunisia Arlene S Kanter SECTION C REGIONAL DEVELOPMENTS Disability rights and emerging disability legislation in selected African jurisdictions A diagnostic commentary Enoch MacDonnell Chilemba The right to political participation for people with disabilities in Africa William Aseka Oluchina BOOK REVIEW AS Kanter The development of disability rights under international law From charity to human rights 2014 Tsitsi Chataika *People's Resistance to Colonialism and Imperialism in Kenya* Shiraz Durrani, 2018-08-03 This book looks at the third pillar of resistance to British colonialism peoples resistance the others being Mau Mau and radical trade union movement It brings together several aspects of peoples resistance to colonialism and imperialism before and after independence and includes resistance by nationalities women students peasants and workers in

what can only be described as peoples resistance While Mau Mau and trade unions were essential in the liberation struggle on their own they would have faced innumerable difficulties to achieve their goal Peasants nationalities women children and young people students independent churches independent schools all played a part in reinforcing the organized and ideology led resistance of Mau Mau and trade unions Additional material is included to provide thought for reflections The first two essays deal with the question of nationalities and with the contradictions between capitalism and socialism with the collapse of USSR They point to the fact that that the struggle in Kenya influences and is in turn influenced by developments around the world The next section is the presentation at the launch of Kenyas War of Independence in Nairobi on February 21 2018 The final section contains solidarity messages from Shiraz Durrani Abdilatif Abdalla and Kang ethe Mungai at the event to commemorate and celebrate the revolutionary work of Karimi Nduthu held on March 24 2018 at the Professional Centre in Nairobi The Kenya Resists Series covers different aspects of resistance by people of Kenya to colonialism and imperialism It reproduces material from books unpublished reports research and oral or visual testimonies The three aspects chosen for the first three publications in the Series Mau Mau Trade Unions and Peoples Resistance make up the three pillars of resistance of the people of Kenya

**Disabling Migration Controls** Rebecca Yeo, 2024-06-10 When people are prevented from meeting their needs the impact is disabling whether in the immigration system or in the wider population Drawing on many years of research and activism this book argues that insights from the disabled people s movement particularly the original Social Model of Disability can be usefully extended to focus resistance on the disabling restrictions imposed on people subject to asylum and immigration controls While acknowledging the pain and discomfort of many impairments and of forced displacement the book focuses on injustices that can be changed It does not catalogue the hostility of the hostile environment Nor does it promote inclusive asylum restrictions An unjust system is not transformed by including disabled people Policies designed to deprive people of essential needs and to stoke hatred among the wider population are core elements of the rise of fascism In this context bringing together movements for disability and migrant justice could help build urgently needed solidarity and resistance with which to develop a society based on equity and common humanity Quotations and images are used to convey the messages and priorities of disabled people seeking asylum ensuring that the book is both engaging and grounded in the insights of lived experience This book will interest people seeking to improve social justice including scholars of disability migration sociology and politics

**Disability Studies** Dan Goodley, 2016-11-03 Passionate engaging and challenging this second edition of the ground breaking Disability Studies An Interdisciplinary Introduction is a contemporary introduction to this diverse and complex field Taking an interdisciplinary and critical approach the book examines a diverse range of theories and perspectives and engages with current debates in the field explores key areas of analysis with chapters devoted to the individual society community and education applies a global perspective encompassing examples from the UK Australia Scandinavia the US and Canada Encouraging and stimulating readers using thought provoking questions exercises

and activities Disability Studies is a rich and rewarding read for students and researchers engaging with disability across the social sciences

**The Oxfam Handbook of Development and Relief** Deborah Eade, Suzanne Williams, 1995 This slipcase of three volumes offers an expression of Oxfam's fundamental principles that everyone has the right to an equitable share in the world's resources It analyzes policy procedure and practice in health human rights emergency relief and agricultural production

Disabling Barriers, Enabling Environments John Swain, Sally French, Colin Barnes, Carol Thomas, 2004-03-09 The strengths of this text are many It has breadth and diversity in its content yet is presented in bite size chapters For those wishing to know more it offers signposts to the relevant literature The contributors have been carefully selected for their specific perspective yet these have been skilfully inter related by the editors It is now some 11 years since the first edition of this text was published In my view this second edition was worth the wait SCOLAG Journal This has been a ground breaking book and I whole heartedly welcome a new edition Professor Len Barton School of Education The University of Sheffield It is a really well structured book which has been very popular and widely used by students Its great qualities are accessibility and diversity of contributors Jenny Corbett Institute of Education University of London This book would be a valuable resource to students of disability studies and to health and social care staff and other professionals who work with disabled people Disability and Rehabilitation The Second Edition of this landmark text has been revised to provide an up to date accessible introductory text to the field of disability studies In addition to analysing the barriers that disabled people encounter in education housing leisure and employment the revised edition has new chapters on international issues diversity among disabled people sexuality bioethics Written by disabled people who are leading academics in the field the text comprises 45 short and engaging chapters to provide a broad ranging and accessible introduction to disability issues Disabling Barriers Enabling Environments is an invaluable resource for both students and practitioners alike It is an ideal text for undergraduates and postgraduates taking courses in disability studies as well as disability courses in social work education health studies sociology and social policy

*Children's Rights* Smiljana Simeunovic Frick, 2011 This book presents reports prepared by children and submitted to the UN's Committee on the Rights of the Child Although children's participation has become an important topic in academic literature on childhood or children's rights neither their participation in the monitoring process of the Children's Rights Convention nor their reports have received due attention so far Children's reports document their citizenry practices and are a valuable source of information about their perspective on their rights and other related topics The aim of the book is to give children an opportunity to have their voices heard by the wider public Series Kinder Jugend Lebenswelten Transnationale und interkulturelle Studien Vol 7

**Human Rights Law in Africa, Volume 4 (1999)** Christof Heyns, 2021-11-15 A wide range of topics is covered for the first time in this volume including resolutions of various OAU bodies in respect of human rights the relevant provisions of the treaties establishing sub regional inter governmental organisations and the founding documents of national human rights institutions in Africa



**Human Rights Law in Africa 1999** Christof Heyns, 2002-05-31 A wide range of topics is covered for the first time in this volume including resolutions of various OAU bodies in respect of human rights the relevant provisions of the treaties establishing sub regional inter governmental organisations and the founding documents of national human rights institutions in Africa

Freedom of Association in China and Europe Yuwen Li, 2005-11-01 Understanding and exercising the right to freedom of association in a modern sense is a relatively new phenomenon in China The reform of old social organizations and the emergence of new privately initiated non profit organizations only began to occur in the 1980s and such organizations continued to expand throughout the 1990s Within a short period these new organizations have become a vibrant force in Chinese society This unique volume the first book in English to offer systematic and critical research in this field is the outcome of a three year research project on the Legal Aspects of Social Organisations in China The main aim of the project was to encourage Chinese researchers to deepen their knowledge and understanding of the current status of social organizations in China and to allow them to explore possible ways of creating a friendly legal environment conducive to the exercise of the right to freedom of association The book contains some of the best results of the Chinese researchers work and papers presented by European experts at two international seminars organized jointly by the Institute of Law of Chinese Academy of Social Sciences and Law Faculty of Utrecht University The Netherlands The contributions of the European experts explore different systems of regulation that have developed and which are accommodated within the legal framework and traditions of each particular country The aim of the volume is to stimulate international understanding of the progress made by China and the dilemmas it still faces with respect to its emerging new civil society organizations

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