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Human Resource Management in 15 Lessons Annamalai Murugan,2017-09-19 Human resource is the most important asset of any organization and unlike other resources human resources can theoretically be developed and increased to a limitless extent Human resources mean the energies skills knowledge and physical strength of the people at work Human resources comprise the value of the productive capacity of the entire work force of any organization To be specific and brief human resource refers to the aggregate of knowledge skill experience and health of employees working in any organization Development of human resources accounts for the development of the human side of an organization Today management is absolutely essential for all organizations irrespective of their origin nature and ownership Every enterprise established with a profit seeking motive or some social religious or other purposes requires efficient management for its sustained progress But management has been viewed differently by various scholars depending upon their belief and comprehensions Some regard it as the force that runs a business and is responsible for its success or failure Others perceive it as a means for achievement of desired results through group efforts and by utilising both human and non human resources Still others deem management to be a process comprising planning organising staffing directing and controlling Also some look at it as an instrument for designing and maintaining an environment conducive to the performance of individuals who are working together in a group towards the accomplishment of some predetermined objectives This study provides an overview on different aspects of human resource management in 15 lessons explained by experts in this area

International Books in Print ,1997

Indian Books in Print ,2003

Business Organisation and Management - SBPD Publications Sanjay Gupta,2021-06-25 An excellent book for commerce students appearing in competitive professional and other examinations

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22 Management of Change SYLLABUS Unit I Introduction Concept Nature Process and Significance of Management Managerial Roles Mintzberg An Overview of Functional Areas of Management Development of Management Thought Classical and Neo classical System Contingency Approach Planning Concept Process and Types Decision making Concept and Process Management by Objectives Unit II Organising Concept Nature Process and Significance Authority and Responsibility Relationships Centralisation and Decentralization Departmentation Organisational Structure Forms and Contingency Factors Corporate Planning Environment Analysis and Diagnosis Strategy Formulation Unit III Direction Concept and Techniques Managerial Control Concept and Process Effective Control System Techniques of Control Motivation and Leading People at Work Motivation Concept Theories Maslow Herzberg McGregor and Quchi Financial and Non Financial Incentives Leadership Concept and Leadership Styles Likert s Four System of Leadership Unit IV Co ordination as an Essence of Management Communication Nature Process Networks and Barriers Effective Communication Management of Change Concept Nature and Process of Planned Change Resistance to Change Emerging Horizons of Management in a Changing Environment **Company News and Notes** ,1985 **ICIE 2016 Proceedings of the 4th International Conference on Innovation and Entrepreneurship** Dr Kenneth A. Grant and Dr Sean Wise,2016 **Indian National Bibliography** B. S. Kesavan,2004 *The Chartered Accountant* ,1993 *Library of Congress Catalogs* Library of Congress,1970 *Subject Catalog* Library of Congress,1976 **Organizational Behavior** Mitchell J. Neubert,Bruno Dyck,2021-04-13 Organizational Behavior For a Better Tomorrow 2nd Edition is a unique blended approach to the subject combining traditional core competencies with contemporary research and innovative practices The textbook s distinctive dual presentation integrates conventional and sustainable organizational behavior OB to help students understand how creativity collaboration and ethical decision making can positively impact people organizations and entire communities This fully updated second edition provides a balanced real world approach that strengthens critical thinking skills enables students to explore the rationale for sustainable OB practices and illustrates and how values and ethics influence business decisions in the real world Rather than focusing only on the short term bottom line approach of traditional OB the text discusses a comprehensive range of topics from current trends in popular media and scholarly literature to addressing the current and long term needs and goals of organizational stakeholders **Sales Force Management** Gregory Rich,Rhett Epler,2024-09-25 Formerly published by Chicago Business Press now published by Sage Sales Force Management is a comprehensive guide to leading sales teams in today s dynamic business landscape offering practical insights strategies and tools to navigate the challenges of modern sales management effectively The Second Edition also delves into how technology such as artificial intelligence is reshaping sales force operations in the post pandemic era **Strategic Management** J. David Hunger,Thomas L. Wheelen,2000 For courses in Strategic Management at the undergraduate senior level or at the MBA introductory level This comprehensive text provides an engaging look into new and traditional strategic management topics Hunger and Wheelen s thorough coverage

of topics helps students develop an understanding of the wide range of theories and research available in this field from competitive strategy and industry analysis to environmental trends and ethics Integration of international issues throughout provides an essential understanding of global economics and its impact on business activities in any location

Current Issues on Digital Transformation, Corporate Entrepreneurship, and Coopetition Anna Ujwary-Gil, 2024-01-01

An integrated PLS SEM model on the interplay of antecedents and moderators driving corporate entrepreneurship activity in South Africa

PURPOSE Corporate entrepreneurship CE is a multi faceted phenomenon and although there is extant research on CE there are knowledge gaps that warrant a deeper understanding Indeed focusing solely on independent variables overlooks the extent to which CE activities are mutually and reciprocally supportive We align our article with research calls for theory building which provides a novel understanding of the dynamic complexity of the CE process

METHODOLOGY In this regard we formulate and empirically evaluate an integrated CE model that reflects the integrative complexity of the antecedents driving CEA The study context is the South African banking sector where primary data n 312 is obtained via a structured survey Four meta hypotheses and several sub hypotheses reflecting the organizational individual and environmental level antecedents are tested using partial least squares structural equation modeling PLS SEM

FINDINGS The main study finding validates that corporate strategy is the bedrock of CEA The results also reveal that entrepreneurial strategy entrepreneurial structure transformational leadership organizational resources and an entrepreneurial mindset are significant predictors of CEA

IMPLICATIONS Practical implications highlight that it is important for managers to consider the configuration of the predictors within the CE model which function as pathways to entrepreneurial corporate strategy

ORIGINALITY AND VALUE Our study makes a unique contribution by developing and testing an integrated and comprehensive model reflecting the dynamic complexity of the antecedents driving CEA It is anticipated that the results will allow researchers to compare and examine comparable antecedents to CEA and their applicability in global country contexts

Keywords corporate entrepreneurship antecedents entrepreneurial strategy organizational resources transformational leadership entrepreneurial mindset partial least squares structural equation modelling PLS SEM South Africa Pushing coopetition research further

Understanding relevance and operationalization of the attributes of coopetition strategies and cooperative relationships

PURPOSE Although coopetition was defined three decades ago and is intensively investigated its theoretical and research cognition remains far from thoroughly understood The lack of conceptual consistency prevents researchers from conducting comparable research leading to more generalizable results and thus from building coherent knowledge This study addresses the above shortcoming by the development of operationalizations of two types of attributes assigned to coopetition strategic attributes characterizing coopetition strategies and relational attributes characterizing cooperative relationships

METHODOLOGY In our study we adopted a two step research process consisting of qualitative verification of a list of 8 coopetition attributes 2 strategic and 6 relational identified in prior literature as relevant for

coopetition success and the development of integrative conceptualization and measurement approaches for them. The verification was conducted through focus group interviews with scholars experienced in coopetition research and senior managers from firms adopting coopetition strategies. The measurement approaches for the positively verified attributes were developed through the integration of 1) approaches used so far in coopetition literature, 2) approaches used to date in the literature on the features of inter-organizational relationships, and 3) approaches that emerged during the focus group interviews.

FINDINGS This study shows two strategic i.e. dynamics and paradoxicality and six relational i.e. asymmetry, complexity, intensity, mutual dependence, strength, and tensions, as coopetition attributes as heterogeneously relevant for coopetition success and offers multi-item operationalizations for them derived from a combination of prior literature and qualitative research.

IMPLICATIONS Our paper shows strategic and relational attributes of coopetition as theoretically and practically relevant for coopetition success.

ORIGINALITY AND VALUE As a contribution, this study offers scientifically grounded operationalizations of eight attributive success factors of coopetition. The developed measurement proposals can find valuable applications in two ways. First, coopetition researchers can use them in their studies and a consistent measurement approach will allow for the comparison of research results, bringing us closer to drawing more general conclusions. Second, coopetition practitioners can use these proposals when managing coopetition, for instance, to evaluate, monitor, and intentionally shape them to make coopetition more successful.

Keywords: coopetition, focus group interviews, operationalization, measurement scale, cooperative relationships, coopetition strategies, Guiding incumbent companies in navigating digital transformations, A qualitative study on structural ambidexterity and strategic leadership.

PURPOSE Despite digital transformation being a focus topic for incumbent companies, organizational structures are a significant barrier to their success. Referring to the positive correlation between ambidexterity and digital innovation, our research provides guidance on structural ambidexterity for incumbent companies. Previous research has barely differentiated between exploration and exploitation in digital transformation. In the present paper, we fill part of this research gap by focusing on structural ambidexterity in digital transformations and providing guidance on how incumbent companies can overcome organizational challenges.

METHODOLOGY Our research is based on an explorative research design with 33 semi-structured interviews that allow in-depth information. The interview partners were selected using purposive sampling and represented different industry and hierarchy levels. All of them have been in a position related to digital transformation in an incumbent company for the last two years. We ensure scholarly rigor using thematic analysis to analyze our data.

FINDINGS Our decision tree guides separation or integration based on the closeness of digital activities to the core business and the association of the activities to exploration or exploitation. Additionally, we recommend considering the digital maturity grade in the decision making. Developing a cross-functional digital transformation strategy and pursuing a balanced portfolio fosters ambidexterity in digital transformation. Clear responsibilities, collaborative decision making, candidate selection, and collaboration with IT are

essential leadership activities IMPLICATIONS for theory and practice Our research expands the existing research on digital transformations of incumbent companies We specifically contribute to the limited details on how to separate digital activities considering an exploration exploitation perspective Our study guides practitioners to address one of their major challenges in digital transformations with the help of our decision tree ORIGINALITY AND VALUE Based on the positive correlation between ambidexterity and digital innovation our study contributes to the existing research by providing in depth knowledge of structural ambidexterity in digital transformations This detailed information is essential to provide knowledge on enabling the positive correlation between ambidexterity and innovation in the context of structural ambidexterity Keywords digital transformation digitalization organizational structures structural ambidexterity temporal ambidexterity incumbent companies guidelines Leveraging green innovation from big data analytics Examining the role of resource orchestration and green dynamic capabilities PURPOSE The notion of big data analytics BDA has received increased attention from both researchers and managers Keeping in view the significance of BDA the current research aims to examine the role of BDA capability to leverage firm green innovation GI Drawing from the dynamic capability view current study suggests that BDA capability prompts green dynamic capabilities DCs enabling organizations to attain GI successfully Particularly present study proposes that BDA analytics prompt GI directly as well as through green DCs Moreover this study also draws from complementarity perspective and proposes that resource orchestration capability ROC is likely to enhance the effectiveness of green DCs in eliciting GI Thus the objectives of the current study are threefold first it aims to unveil the role of BDA capability in prompting GI second it examines the mediating role of green DCs for the relationship between BDA capability and GI and third this research examines the moderating effect of ROC to examine if it strengthens the effects of green DCs METHODOLOGY This study involves testing hypotheses using primary data collected by using the method of survey questionnaire The data were collected from 291 Pakistani organizations Pakistan is an emerging economy where businesses are responsible for substantial amounts of carbon di oxide and greenhouse gasses GHG emissions Therefore Pakistani organizations serve as a suitable context for the study The respondent organizations were from both the manufacturing and service sectors PLS SEM was employed as an analytical approach for testing the hypotheses Construct validity and reliability were confirmed prior to hypotheses testing FINDINGS Results demonstrate that BDA capability positively affects GI 0 33 p

Business Organisation and Management R. N. Gupta,2006 *Leading Corporate Change* Charles J. Fombrun,1994

Entrepreneurship & Education Jasmer Singh Saini,B. R. Gurjar,2001 There is a growing realisation across the world about the potential contribution of small enterprises towards socio economic development of a nation Job opportunities in organised sector be it government or private are either stagnating or receding Yet another feature which is visible particularly in India is the increasing casualisation and contractualisation of work The present trends call for instilling the spirit of entrepreneurship among our youth This volume provides sufficient insights to suggest that entrepreneurship

education and training in various streams of education is not only of paramount importance but also an area worth exploring further Small business policy formulators small business teachers entrepreneurs entrepreneur trainer motivators and students of entrepreneurship would find this book informative and useful **The Journal of Documentation** L. J. Anthony,Aslib,1977 *Economic and Political Weekly* ,1989

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