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Autore	Mupepi Mambo
Titolo	Effective talent management strategies for organizational success // Mambo Mupepi[editor]
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Descrizione fisica	PDFs (365 pages) : illustrations
Collana	Advances in Human Resources Management and Organizational Development (AHRMOD) Book Series, , 2327-3380
Disciplina	658.301
Soggetti	Manpower planning Intellectual capital Personnel management Communication in management
Lingua di pubblicazione	Inglese
Formato	Materiale a stampa
Livello bibliografico	Monografia
Nota di bibliografia	Includes bibliographical references and index.
Nota di contenuto	Appreciating specialization: nurturing talent in the division of labor / Mambo G. Mupepi, Francis Boachie-Mensah -- How to effectively apply appreciative inquiry in developing talent in organizations / Mambo Mupepi [and 3 others] -- Mastering talent management: the uncertainties, lack of clarity and misunderstandings / Nana Yaw Oppong -- Performance analysis: crafting the flair to make the difference / Mambo Mupepi -- The structure of talent: a co-constructed competency perspective / Mambo G. Mupepi, Sylvia C. Mupepi -- Structuration applications and practice: restructuring high impact organization / Mambo Mupepi, Sylvia Mupepi, Aslam Modak -- Deconstructing talent: understanding know-how in organization / Mambo Mupepi, Jaideep Motwani -- Patents and logocentric differences: protecting the competitive advantage / Mambo Mupepi, Robert Frey, Jaideep Motwani -- Shielding the corporation's raison d'etre: talent management in ubiquitous value creation systems / Mambo Mupepi, Aslam Modak, Sylvia Mupepi -- Diamonds are not for forever: talent development at De Beers / Mambo Mupepi -- Building

capability: flipping the zone of proximal development for talent management / Kevin Paul Barrons, Thomas C. McGinnis -- Single factor analysis in grading jobs: the how-to retain talent / Mambo Mupepi -- Why the zebra's stripes are important: protecting the core competences of the firm / Mambo Mupepi, Aslam Modak, Robert Frey -- Engaging the diversified workforce sustaining productivity / Mambo Mupepi [and 3 others] -- Highly productive 21st century workforce: tech-savvy women in-charge / Sylvia Mupepi, Mambo Mupepi, Aslam Modak -- Managing talent in global environments: effective communication in multinational enterprise / Yiheng Deng -- Fundamentals of talent management: capitalizing on intellectual assets / Kijpokin Kasemsap -- Global perspective on talent management: the South African experience / Neeta Baporikar -- Amplifying the significance of systems theory: charting the course in high velocity environments / Mambo Mupepi -- A centrality on survey design techniques: advancing talent management in emerging enterprises / Mambo Mupepi.

Sommario/riassunto

"This book is a pivotal reference source that provides scholarly perspectives on the latest practices for leveraging human capital in business environments to maintain and increase competitive advantage. Highlighting innovative coverage across relevant topics, such as division of labor, intellectual assets, and value creation systems"--Provided by publisher.

2. Record Nr.	UNINA9910580292503321
Autore	Nynas Peter
Titolo	The Diversity Of Worldviews Among Young Adults : Contemporary (Non) Religiosity And Spirituality Through The Lens Of An International Mixed Method Study // edited by Peter Nynäs, Ariela Keysar, Janne Kontala, Ben-Willie Kwaku Golo, Mika T. Lassander, Marat Shterin, Sofia Sjö, Paul Stenner
Pubbl/distr/stampa	Cham : , : Springer International Publishing : , : Imprint : Springer, , 2022
ISBN	3-030-94691-6
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Descrizione fisica	1 online resource (395 pages)
Collana	Literature, Cultural and Media Studies
Classificazione	REL075000SOC039000
Altri autori (Persone)	KeysarAriela <1955-> KontalaJanne Kwaku GoloBen-Willie LassanderMika T ShterinMarat SjöSofia StennerPaul
Disciplina	201.615
Soggetti	Psychology and religion Religion and sociology Psychology of Religion and Spirituality Sociology of Religion
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Livello bibliografico	Monografia
Nota di contenuto	Part I: Defining the Motive, Methods, and Material. Chapter 1. Introduction -- Chapter 2. Moving Beyond Dysfunctional Categories and Quasi-Objects. Towards a New Methodology -- Chapter 3. Young Adults as a Social Category. A Critical Assessment -- Part II: The Universals and Variance in Subjective Worldviews – Developing a Ground-Up Model. Chapter 4. A Relational Analysis of Subjective Worldviews – Different Ways of Looking at The Data -- Chapter 5. Religious Outliers and Ultra-Subjective Outlooks. The Case of ‘Idiosyncratic’ and ‘Divided’ Worldviews -- Chapter 6. “Who Relates to The Divine as Feminine?” – The Global Consensus of the Y-Generation

-- Chapter 7. The Global Variation of Non-Religious Worldviews -- Chapter 8. Gendered Views – Male and Female Worldview Prototypes in the YARG Data -- Chapter 9. “Who Is Looking for The True Doctrine?” – Certainty Versus Uncertainty and the Fundamentalist and the Liquid Worldviews -- Part III: Thematic Chapters. Chapter 10. The Self-Transcendence vs. Self-Enhancement Dimension of Human Values. Religiosity and Volunteering in YARG Case Studies -- Chapter 11. The Open and the Closed Mind, or, the Rhetoric of Choice and Equality vs. Conservation and Religious Tradition -- Chapter 12. Contexts of Plurality and Uniformity – A Comparative Study of Subjective Life-World Orientations in India, China, Finland, and the USA -- Chapter 13. Social Capital and Lack Thereof – Discrimination and Subjective Wellbeing Among University Students -- Chapter 14. The Reflections and Effects of Discrimination in The Religious Subjectivities and Value Profiles Among Muslim Students in Israel and Turkey – A Comparative Analysis -- Chapter 15. The God and Gods of the 'Post-Socialist' Generation. 'Religious Resurgence' vs. Personal Life Worlds in Russia and Poland -- Part IV: Conclusions. Chapter 16. A Transnational View of the Life-Worlds of Young Adults -- Chapter 17. On Method, Concepts, and Results in Reference to Broader Academic Perspectives.

Sommario/riassunto

This open access volume features a data-rich portrait of what young adults think about the world. It collects the views of students in higher education from various cultural regions, religious traditions, linguistic groups, and political systems. This will help readers better understand a generation that will soon rise to power and influence. The analysis focuses on 12 countries. These include Canada, China, Finland, Ghana, India, Israel, Peru, Poland, Russia, Sweden, Turkey, and the USA. It employs a mixed-methods approach, invested in the study of an individual's views and values using state-of-the-art methodology, including the innovative Faith Q-sort. This instrument is new to the field and developed for assessing the entanglement of subjective views and personal beliefs. The study also incorporates a comprehensive values survey as well as other survey tools that look into people's social capital, media use, social values alignment, and subjective well-being. Each chapter is co-authored by an international team of scholars with research interest in the particular topic. The rationale for this principle is the need to engage individuals from different cultural backgrounds, scholarly disciplines, and methodological and substantive competences. In the end, this innovative approach presents an informed, empirically grounded analysis of the values and worldviews of the future generation. It sheds an important light on how changes in the religious landscape are intertwined with broad and diffuse processes of socio-economic and global cultural change.
