1. Record Nr. UNINA9910767502803321

Autore	Hughes Claretha
Titolo	Diversity Intelligence : Integrating Diversity Intelligence alongside Intellectual, Emotional, and Cultural Intelligence for Leadership and Career Development / / by Claretha Hughes
Pubbl/distr/stampa	New York : , : Palgrave Macmillan US : , : Imprint : Palgrave Macmillan, , 2016
ISBN	9781137526830 1137526831
Edizione	[1st ed. 2016.]
Descrizione fisica	1 online resource (131 pages) : illustrations, tables
Disciplina	355.033573
Soggetti	Personnel management Strategic planning Leadership Management Operations research Emotions Human Resource Management Business Strategy and Leadership Operations Research and Decision Theory Emotion
Lingua di pubblicazione	Inglese
Formato	Materiale a stampa
Livello bibliografico	Monografia
Nota di bibliografia	Includes bibliographical references at the end of each chapters and index.
Nota di contenuto	1. Introduction to Diversity Intelligence -- 2. Intellectual, Emotional, Cultural, and Diversity Intelligences -- 3. Diversity Theory and Practice -- 4. Self and Organization Management Perspectives of Intelligences -- 5. Diversity Intelligence and Leadership Development -- 6. Diversity Intelligence and Career Development -- 7. Integrating Diversity Intelligence, Leadership and Career Development -- 8. Current Issues and Evolving Trends.
Sommario/riassunto	Organization leaders typically look at each job position, characterized as the same based on pay and job description, in the same way. They hire employees to do that particular job and often do not consider

other capabilities that the employees may possess. This book examines how to optimize workforce performance by understanding the diversity of skills and competencies of employees. Diversity is generally explored in terms of gender, race, nationality, disability, and other physical characteristics that differentiate one legally protected group of people from another. In the workplace, however, diversity can take on a different meaning, describing not only physical differences but also work performance characteristics unique to each individual employee. Inter-personnel diversity seeks to explore those diverse characteristics and begin to understand each employee's strengths and weaknesses so that they can be developed to benefit the employee and the organization. Thismuch-needed text will inform scholars and scholar-practitioners in HRD and workforce development how to use these differences to enhance the individual and the organization.

2. Record Nr.	UNINA9910972470803321
Autore	Segoviano Miguel
Titolo	Portfolio Credit Risk and Macroeconomic Shocks : : Applications to Stress Testing Under Data-Restricted Environments / / Miguel Segoviano
Pubbl/distr/stampa	Washington, D.C. : , : International Monetary Fund, , 2006
ISBN	9786613829078 9781462330621 1462330622 9781452762241 1452762244 9781283516624 1283516624 9781451909968 1451909969
Edizione	[1st ed.]
Descrizione fisica	1 online resource (52 p.)
Collana	IMF Working Papers
Soggetti	Risk Bank investments Bank loans Bank capital Asset and liability management Asset valuation Asset-liability management Banking

Banks and Banking
Banks and banking
Banks
Business Fluctuations
Capital and Ownership Structure
Credit risk
Credit
Cycles
Depository Institutions
Dynamic Analysis
Econometric and Statistical Methods: Other
Finance
Finance: General
Financial Institutions and Services: Government Policy and Regulation
Financial institutions
Financial regulation and supervision
Financial Risk and Risk Management
Financial Risk Management
Financial risk management
Financial sector policy and analysis
Financial services law & regulation
Financing Policy
Goodwill
Industries: Financial Services
International Financial Markets
Loans
Mathematical Methods
Micro Finance Institutions
Model Evaluation and Selection
Monetary economics
Monetary Policy, Central Banking, and the Supply of Money and Credit: General
Money and Monetary Policy
Money
Mortgages
Optimization Techniques
Programming Models
Stress testing
Value of Firms
Denmark

Lingua di pubblicazione	Inglese
Formato	Materiale a stampa
Livello bibliografico	Monografia
Note generali	"December 2006."
Nota di bibliografia	Includes bibliographical references (p. 45-50).
Nota di contenuto	""Contents""; ""I. INTRODUCTION""; ""II. PORTFOLIO CREDIT RISK""; ""III. PROPOSAL TO IMPROVE PORTFOLIO CREDIT RISK MEASUREMENT""; ""IV.

PROPOSED PROCEDURE FOR STRESS TESTING""; ""V. STRESS TESTING: EMPIRICAL IMPLEMENTATION IN DENMARK""; ""VI. ANALYSIS OF STRESS TESTING RESULTS""; ""VII. CONCLUSIONS""; ""Appendix 1: Entropy in a Nutshell""; ""References""

Sommario/riassunto

Portfolio credit risk measurement is greatly affected by data constraints, especially when focusing on loans given to unlisted firms. Standard methodologies adopt convenient, but not necessarily properly specified parametric distributions or simply ignore the effects of macroeconomic shocks on credit risk. Aiming to improve the measurement of portfolio credit risk, we propose the joint implementation of two new methodologies, namely the conditional probability of default (CoPoD) methodology and the consistent information multivariate density optimizing (CIMDO) methodology. CoPoD incorporates the effects of macroeconomic shocks into credit risk, recovering robust estimators when only short time series of loans exist. CIMDO recovers portfolio multivariate distributions (on which portfolio credit risk measurement relies) with improved specifications, when only partial information about borrowers is available. Implementation is straightforward and can be very useful in stress testing exercises (STEs), as illustrated by the STE carried out within the Danish Financial Sector Assessment Program.