Organisation Change And Development By Kavita Singh

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The Indian Journal of Agricultural Economics 2002 Vols. include Proceedings of the conference of the Indian Society of Agricultural Economics.

Queering Tribal Folktales from East and Northeast India Kaustav Chakraborty 2020-12-08 This book explores queer potentialities in the tribal folktales of India. It elucidates the queer elements in the oral narratives of four indigenous communities from East and Northeast India, which are found to be significant repositories of gender fluidity and non-normative desires. Departing from the popular understanding that 'Otherness' results largely from undue exposure to Western permissiveness, the author reveals how minority sexualities actually have their roots in aboriginal indigenous cultures and do not necessarily constitute a mimicry of the West. The volume endeavours to demystify the politics behind such vindictive propagation to sensitize the queerphobic mainstream about the essential endogenous presence of the queer in the spaces that are aboriginal. Based on extensive interdisciplinary research, this book is a first of its kind in the study of indigenous queer narratives. It will be useful to scholars and researchers of queer studies, gender studies, tribal and indigenous studies, literature, cultural studies, postcolonialism, sociology, political studies and South Asian studies.

Organisation Change and Development Kavita Singh 2009 In these times of flux, organisations are compelled to proactively effect changes in their systems to cope with various factors in the external and internal environment. This comprehensive book tackles all the areas where change interventions are necessary. It is divided into three parts: (1) Organisational Change (2) Organisation Development, and (3) Knowledge Management. The first part, comprising five chapters, includes an examination of the imperatives of change in today's environment of competition. The different forces of change political, economic, technological are examined against the backdrop of shifting customer needs, systems dynamics, inadequacy of administration, profitability issues and resource constraints. The various models of change, corporate culture in terms of basic value orientations and norms, techniques of identifying and diagnosing organisational culture, classical leadership skills, and the ten key factors in effective change management have all been thoroughly discussed, as have the techniques of designing tailor-made change programmes. The second part, comprising four chapters, introduces the concept of Organisation Development and dissects the basic assumptions against diagnostic models, skills and methods, change agents, power and control issues, and implications of power politics. Certain categories of ethical dilemmas have been explored. Various types of OD interventions ranging from interpersonal & team development to process, structural and intergroup development are exhaustively discussed. The third part of the book, comprising four chapters, highlights the need for knowledge management in the present business scenario and discusses the roadblocks to the adoption of knowledge management solutions. Principles of knowledge management have been discussed along with the process of maturation of knowledge management techniques. The characteristics of a learning organisation have been diagnosed and steps for initiating the process of organisational learning have been outlined. This book will be an invaluable resource for students, faculty as well as practising professionals.

Framework for the use of systematic review in chemical risk assessment 2021-11-03

Designing and Developing Organisations for Tomorrow Anup K Singh 2001-10-31 This timely book brings together the reflections and experiences of some of India`s foremost practitioners and scholars in the area of organisation design, development and change in relation to the new challenges thrown up by a globalising economy. The 20 original essays comprising this volume focus on the issues and challenges faced by organisations and provide insights into the contextual and cultural influences that need to be kept in mind while designing and developing organisations.

Organisational Change Dianne Waddell 2016-08-31 Change Management is a crucial process for gaining the competitive advantage that is the goal of many organisations. Leaders and change agents are often faced with conflicting challenges of motivating and understanding increasingly diverse workforces, accounting to stakeholders and planning for the future in a chaotic environment. Comprising 12 chapters in 6 parts, the text opens with an explanation of the environment of change faced by organisations today. It then deals with managing organisational development, which is a planned process of change which is often subject to the incursions of organisational transformation, a more dramatic and unpredictable type of change. With the field of organisational change continuing to evolve, especially in an international context, future directions of change management are also discussed. Finally, to emphasise the relationship between theory to practice, Organisational Change: Development and Transformation 6e provides 10 local and international case studies and a suite of online cases supported by a case matrix. Case studies, exercises and support material present the challenges of change management in a real-life manner - examining issues from a variety of viewpoints.

New Insights Into Sikh Art Kavita Singh 2003 The book seeks out fascinating and important aspects of Sikh art and heritage that have not often been studied before. The book looks towards the present and the future with essays on images of and by Sikhs in photography and early modern art, and on the Khalsa Heritage Complex at Anandpur Sahib

Organization Change W. Warner Burke 2017-03-16 Change is a constant in today's organizations. Leaders, managers, and employees at all levels must understand both how to implement planned changed and effectively handle unexpected change. The Fifth Edition of the Organization Change: Theory and Practice provides an eye-opening exploration into the nature of change by presenting the latest evidence-based research to discuss a range of theories, models, and perspectives on organization change. Bestselling author, W. Warner Burke, skillfully connects theory to practice with modern cases of effective and ineffective organization change, recent examples of transformational leadership and planned and revolutionary change, and best practices to successfully influence change. This fully-updated new edition also includes a new chapter on healthcare and government organizations, offering practical applications for non-profit organizations.

The Indian Journal of Labour Economics 2002

The Operational Evidence Base for Delivering Direct Nutrition Interventions in India Rasmi Avula 2013-10-01 The persistence of undernutrition in the face of India's impressive economic growth is of enormous concern. Less than 55 percent of mothers and children receive any essential health and nutrition inputs that are critical for improving maternal and child nutrition. We conducted a desk review (1) to document the extent to which national and civil society/NGO programs in India reflect current technical recommendations for nutrition and (2) assess the operational evidence base for implementing essential interventions for nutrition in the Indian context. We reviewed the design of the two major national programs, Integrated Child Development Services (ICDS) and the National Rural Health Mission (NRHM). Subsequently, we used Google Scholar to search the published literature from 2000 to 2012 for evidence of interventions addressing the inputs to improve child nutrition. Finally, we contacted 70 program stakeholders to identify the unpublished evidence on inputs in program models implemented by civil society/nongovernment organizations. We find that, by design, the two national programs (ICDS and NRHM) together appear to incorporate all the essential inputs and use evidence-based interventions. There is an expectation by design that the frontline workers of ICDS and NRHM coordinate and collaborate to deliver the interventions. A review of 22 program models shows that a majority focused on improving breastfeeding and timely initiation of complementary feeding. However, only a few addressed the full spectrum of complementary feeding, vitamin A deficiency, pediatric anemia, and severe acute malnutrition. None addressed how to reduce intestinal parasitic burdens or prevent malaria. There is limited published literature on the effectiveness of the recommended interventions to deliver the essential inputs. There are few efficacy studies and even fewer effectiveness studies or program evaluations on delivering essential nutrition interventions in the Indian context. The most commonly used delivery strategies across multiple essential inputs were home visits that involved individual or group counseling by community health workers or by self-help groups. Mass media and community events such as marriages and fairs were used as avenues to generate support for the interventions. Some programs used community mobilization to promote the interventions. Several of these programs worked to improve coordination and convergence between ICDS and NRHM and to strengthen these existing systems through training, improved monitoring, and supervision. Overall, a large gap persists in both the published and gray literature on how to promote interventions to address the essential inputs. Much more operational evidence is needed to ensure high-quality delivery of the evidence-based interventions that are already being implemented nationwide. Given the potential for the national programs to effectively deliver interventions to achieve maximum coverage and impact, and the government of India's current interest in ICDS system strengthening, this is an opportune time to test some of the innovations using the ICDS and NRHM platforms.

Artha Vijñ?na 2002

Consultants & Consulting Organizations Directory Cengage Gale 2009-05-08

IBM Tivoli Directory Server for z/OS Karan Singh 2011-07-07 This IBM® Redbooks® publication examines the IBM Tivoli® Directory Server for z/OS®. IBM Tivoli Directory Server is a powerful Lightweight Directory Access Protocol (LDAP) infrastructure that provides a foundation for deploying comprehensive identity management applications and advanced software architectures. This publication provides an introduction to the IBM Tivoli Directory Server for z/OS that provides a brief summary of its features and a examination of the possible deployment topologies. It discusses planning a deployment of IBM Tivoli Directory Server for z/OS, which includes prerequisites, planning considerations, and data stores, and provides a brief overview of the configuration process. Additional chapters provide a detailed discussion of the IBM Tivoli Directory Server for z/OS architecture that examines the supported back ends, discusses in what scenarios they are best used, and provides usage examples for each back end. The discussion of schemas breaks down the schema and provides guidance on extending it. A broad discussion of authentication, authorization, and security examines the various access protections, bind mechanisms, and transport security available with IBM Tivoli Directory Server for z/OS. This chapter also provides an examination of the new Password Policy feature. Basic and advanced replication topologies are also covered. A discussion on plug-ins provides details on the various types of plug-ins, the plug-in architecture, and creating a plug-in, and provides an example plug-in. Integration of IBM Tivoli Directory Server for z/OS into the IBM Workload Manager environment is also covered. This publication also provides detailed information about the configuration of IBM Tivoli Directory Server for z/OS. It discusses deploying IBM Tivoli Directory Server for z/OS on a single system, with examples of configuring the available back ends. Configuration examples are also provided for deploying the server in a Sysplex, and for both basic and advanced replication topologies. Finally it provides guidance on monitoring and debugging IBM Tivoli Directory Server for z/OS.

Idea and Methods of Legal Research P. Ishwara Bhat 2019-09-05 Legal research examines subject matter enshrouded in social circumstances in order to conceptualize theories and prepare a future course of action. This dynamic, inter-disciplinary, and labyrinthine character of legal research requires researchers to be fluid, eclectic, and analytical in their approach. Idea and Methods of Legal Research unearths how the thinking process is to be streamlined in research, how a theme is built on the basis of comprehensive and intensive study, and the paths through which notions of objectivity, feminism, ethics, and purposive character of knowledge are to be understood. The book first explains the meaning, evolution, and scope of legal research, and discusses objectivity and ethics in legal research. It engages with the requirements, advantages, and limits of various doctrinal and non-doctrinal methods and tools, and the points to be considered in selecting a suitable method or combination of methods. It highlights analytical, historical, philosophical, comparative, qualitative, and quantitative methods of legal research. The book then goes on to discuss the use of multi-method legal research, policy research, action research, and feminist legal research and finally, reflects on research-based critical legal writing, as opposed to client-related legal writing. This book, thus, is a comprehensive answer to key questions one faces in legal research.

Strategic Human Resource Management Jeffrey A. Mello 2002 Make Human Resources work for you. STRATEGIC HUMAN RESOURCE MANAGEMENT shows you how through its unique system of concept integration. Most Human Resources textbooks give you the theories without showing you the connections to real life. This textbook lets you see both sides of Human Resources: the theory and the application. That way, you'll not only get a great grade in class, you'll be on your way to success after college as well.

Climate Information for Public Health Action Madeleine Thomson 2018-09-04 Public health professionals, field epidemiologists, health management workers and health policymakers are increasingly concerned about the potential impact that climate change can have on public health. Climate not only determines the spatial and seasonal distribution of many public health events, such as infectious diseases, health outcomes of disasters and nutrition, but also is a key determinant of extreme heat waves and storm events that result in large impacts on morbidity and mortality. However, few public health professionals are aware of the ways in which climate information may help them manage the impacts of climate on their disease surveillance and control activities, as well as program implementation and evaluation. Climate Information for Public Health Action fills an identified knowledge gap for health policy makers and practitioners (along with climate service providers) in exploring why, when and how climate information can and should be incorporated into health decision-making. Drawing together contributions from a range of key thinkers in the field, this volume will focus on three climate sensitive health outcome areas: infectious disease, hydrometeorological disasters, and nutrition. Targeting a technical professional public health community involved in developing policy and/or ensuring good practice related to climate sensitive health outcomes, this book will be written in an accessible, informative style using the highest technical and scientific standards. It will also be a valuable resource for students and academics studying and working in the emerging field of environment and health.

The Ethics of Cultural Competence in Higher Education Beverly A. Burnell 2015-02-11 This new book presents both research (qualitative, quantitative, and mixed-design) and conceptual chapters about the ethical factors to be considered in teaching, administration, and professional practice in higher education settings. The book includes recent research-based ideas in the field of higher education. Topics include cultural competencies for higher education faculty, professionals, and administrators, such as use of language in communicating concepts to students for whom English is not a first language, avoiding imposition of bias, encouraging exposition of perspective, and ethical practices for professionals working with the diverse environments and populations in higher education settings. This work is particularly important since becoming informed on the latest approaches and ideologies is an essential component of both professional preparation and continuing professional development of faculty, professionals, and administrators in higher education. Currently, education practitioners struggle with finding time for professional development and ways to inform themselves of the latest research. This volume will help education practitioners keep abreast of the most important recent research. As college student populations and environments continually change, so must the practices of the professionals who work with them. This volume highlights some of the most recent practices and perspectives in ethics and cultural competence for all college and university personnel. This volume is unique and valuable because other books have addressed culturally competent ethical practices for discrete professions within higher education, no single work has a collection of writings about ethical and culturally competent practices for a variety of the professions in higher education.

Putting Emotional Intelligence To Work David Ryback 2012-09-10 Putting Emotional Intelligence to Work offers a new paradigm of communication for the 21st-century workplace. Beginning with the thoughts of communication pioneer Carl Rogers, this book covers the origins and history of emotional intelligence, why it is essential at this point in the changing marketplace, how to delegate and negotiate more effectively, and how to change yourself to become a more effective player. An EQ (Emotional Quotient) survey helps you determine where you are on the scale of executive intelligence. Putting Emotional Intelligence to Work leaves you with a greater understanding of the new work ethic for 21st-century leadership, its business and personal benefits, how to teach it in a corporate setting, and how to build self-managed teams with the right mix and match of personality types. Dr. Ryback's book brings many resources together to consolidate an approach to business that combines the practical with the thoughtful, emotional, and intuitive. A new paradigm for leadership in the 21st century is demonstrated clearly and incisively. David Ryback, Ph.D. is a management consultant and speaker on personal and organizational success. His experience encompasses business management and government consulting, as well as teaching at Emory University's School of Business. His diverse client base includes the US Department of Defense, government legal offices, financial institutions, manufacturers_both domestic and international, health care organizations, and national retail outlets. In Putting Emotional Intelligence to Work, Dr. Ryback brings many resources together to consolidate an approach to business that combines the practical with the thoughtful, emotional, and intuitive. A new paradigm for leadership in the 21st century is demonstrated clearly and incisively.

Back on track! Successful management techniques to get a company out of debt pile Olga Bieck 2014-02-01 The present work is analysing the successful turnaround of the Japanese car manufacturer Nissan in 1999 to 2001. Very often transformational change fails due to different factors, in most cases though due to the insufficient employee's motivation or due to cultural problems when two international partners try to gain the competitive advantage through merger or alliance. To analyse the successful turnaround of Nissan after its alliance with Renault, a 'new' model for conducting organizational change was introduced. The provided framework unites both actions and attitudes, necessary for motivating employees and establishing new structural and cultural patterns. The example of Nissan proved that clear analysis of the present situation, cross -border communication during the whole transformational process, the sense of urgency established from the very beginning and total

commitment of top management and employees are the vital factors that define the success of transformational intention.

Managing Flexibility Sushil 2015-07-16 This edited book provides a conceptual framework of managing flexibility in the areas of people, process, technology and business supported by researches/case applications in various types of flexibilities in business. The book is organized into following five parts: (i) Managing Flexibility; (ii) People Flexibility; (iii) Process Flexibility; (iv) Flexibility in Technology and Innovation Management; and (v) Business Flexibility. Managing flexibility at the level of people, process, technology and business encompasses the requirements of both choice and speed. The need for managing flexibility is growing to cope with the developments and challenges in the global business environment. This can be seen from reactive as well as proactive perspectives. Flexibility is a major dimension of business excellence and deals with a paradoxical view point such as stability and dynamism, continuity and change, centralization and decentralization, and so on. It needs to be managed at the levels of people, process, technology and various business functions and it is important to create flexibility at the level of people to create and manage flexibility in processes and technologies in order to support flexible business requirements.

Forcibly Displaced World Bank 2017-08-01 The Syrian refugee crisis has galvanized attention to one of the world's foremost challenges: forced displacement. The total number of refugees and internally displaced persons, now at over 65 million, continues to grow as violent conflict spikes.This report, Forcibly Displaced: Toward a Development Approach Supporting Refugees, the Internally Displaced, and Their Hosts, produced in close partnership with the United Nations High Commissioner for Refugees (UNHCR), attempts to sort fact from fiction to better understand the scope of the challenge and encourage new thinking from a socioeconomic perspective. The report depicts the reality of forced displacement as a developing world crisis with implications for sustainable growth: 95 percent of the displaced live in developing countries and over half are in displacement for more than four years. To help the displaced, the report suggests ways to rebuild their lives with dignity through development support, focusing on their vulnerabilities such as loss of assets and lack of legal rights and opportunities. It also examines how to help host communities that need to manage the sudden arrival of large numbers of displaced people and that are under pressure to expand services, create jobs, and address long-standing development issues. Critical to this response is collective action. As work on a new Global Compact on Responsibility Sharing for Refugees progresses, the report underscores the importance of humanitarian and development communities working together in complementary ways to support countries throughout the crisis†from strengthening resilience and preparedness at the onset to creating lasting solutions.

Organizational Behaviour: Text and Cases, 3rd Edition Kavita Singh The third edition of Organizational Behaviour: Text and Cases offers a concise yet comprehensive coverage of the theories that determine behaviour in organizations. The relationship between effective organizational behaviour and the effective functioning of an organization is established through a clear and lucid style of presentation. With the help of necessary concepts, tools and techniques necessary for understanding behaviour in organizations, this book attempts to unfold human behaviour at four levels; starting from the individual processes and moving on to the interpersonal, organizational, and change processes. It encourages active learning through exercises, field projects and case studies, and develops competencies that are essential for becoming successful managers and effective employees in organizations. The three new chapters—Career, Planning and Management; Performance and Reward Management; and Gender Issues in Management—help readers understand organizational behaviour in the current Indian business scenario better. KEY FEATURES • Classroom-tested case studies pertaining to actual incidents from the workplace • Several examples from BPCL, HCL Technologies, Wipro, Infosys and SAP highlighting the best practices in the industry • Caselets focusing on behavioural issues in organizations • Field projects involving students in data collection and analysis • Marginalia summarizing crucial points and serving as quick references • A companion website featuring multiple-choice questions, learning objectives, an instructor's manual, and PowerPoint lecture slides enabling effective presentation of concepts

Organization Development and Change Thomas G. Cummings 2006

The Sikh Heritage Dalvir Pannu 2019-08-31 The Sikh Heritage: Beyond Borders dedicates one chapter each to the 84 sites that it documents, transporting readers to the past by narrating the detailed history of each marvel that the author and his team photographed throughout Pakistan. This book is the culmination of decade-long fieldwork of finding and exploring the heritage sites, alongside analyzing multiple Janamsakhis (hagiography accounts). The author's process of doing extensive analysis and cross-referencing with other sources enables readers to comprehend Sikh history, by posing inquiries, applying critical thinking, and investigating hundreds of sources. He includes a multitude of primary sources and Gurmukhi inscriptions, translated into English, to increase local and international heritage-lovers' under-standing of these sites and to help preserve their beauty and histories through his writing.

Real Birds in Imagined Gardens Kavita Singh 2017-03-07 Accounts of paintings produced during the Mughal dynasty (1526–1857) tend to trace a linear, "evolutionary" path and assert that, as European Renaissance prints reached and influenced Mughal artists, these artists abandoned a Persianate style in favor of a European one. Kavita Singh counters these accounts by demonstrating that Mughal painting did not follow a single arc of stylistic evolution. Instead, during the reigns of the emperors Akbar and Jahangir, Mughal painting underwent repeated cycles of adoption, rejection, and revival of both Persian and European styles. Singh's subtle and original analysis suggests that the adoption and rejection of these styles was motivated as much by aesthetic interest as by court politics. She contends that Mughal painters were purposely selective in their use of European elements. Stylistic influences from Europe informed some aspects of the paintings, including the depiction of clothing and faces, but the symbolism, allusive practices, and overall composition remained inspired by Persian poetic and painterly conventions. Closely examining magnificent paintings from the period, Singh unravels this entangled history of politics and style and proposes new ways to understand the significance of naturalism and stylization in Mughal art.

Development and the Next Generation 2006-01-01 "The theme of The World Development Report 2007 is youth - young people between the ages of 12 to 24. As this population group seeks identity and independence, they make decisions that affect not only their own well-being, but that of others, and they do this in a rapidly changing demographic and socio-economic environment. Supporting young people's transition to adulthood poses important opportunities and risky challenges for development policy. Are education systems preparing young people to cope with the demands of changing economies? What kind of support do they get as they enter the labor market? Can they move freely to where the jobs are? What can be done to help them avoid serious consequences of risky behavior, such as death from HIV-AIDS and drug abuse? Can their creative energy be directed productively to support development thinking? The report will focus on crucial capabilities and transitions in a young person's life: learning for life and work, staying healthy, working, forming families, and exercising citizenship. For each, there are opportunities and risks; for all, policies and institutions matter."

Organizational partnerships for food policy research impact Mabiso, Athur 2013-12-12 Recently discourse has grown about the importance of partnerships for adding value to agriculture research, strengthening policy capacities, and enhancing food policy impact on global food security and poverty reduction. However, the literature on partnerships specifically focusing on food policy research impact is still mostly emerging. This paper contributes to our understanding of food policy–research partnerships and provides a review of the theory and empirical literature about the factors that contribute to effective food policy–research partnerships. The literature points to the emergence of organizational partnerships as primarily driven by subjective perceptions about potential partners, the complex and uncertain external environment, access to resources through partnership and expectations of potential impact of the partnership. Perceptions that are found to be important include trust, mutuality of partner goals, legitimacy of partner and the perception that partnering will achieve more than what one organization can accomplish independently through cost sharing, lower transactions costs and increased competitiveness. Effectively implementing each phase of the partnership cycle, from scoping to reviewing and revising, with effective communication throughout all phases, is critical to achieve high quality and impactful food policy–research partnerships.

Forensic Investigations and Risk Management in Mobile and Wireless Communications Sharma, Kavita 2019-07-26 Mobile forensics has grown from a relatively obscure tradecraft to a crucial part of many criminal investigations, and is now used daily by examiners and analysts within local, state, and federal law enforcement as well as within the military, US government organizations, and the private "e-Discovery" industry. Developments in forensic research, tools, and processes over the past decade have been very successful and continue to change at a rapid pace. Forensic Investigations and Risk Management in Mobile and Wireless Communications is a collection of innovative research on the methods and applications of analyzing mobile devices and data for collection of information pertaining to the legal evidence related to various security breaches and intrusion detection. While highlighting topics including cybercrime, neural networks, and smartphone security, this book is ideally designed for security analysts, IT professionals, researchers, practitioners, academicians, and students currently investigating the up-and-coming aspects surrounding network security, computer science, and security engineering.

Heritage Futures Rodney Harrison 2020-07-28 Preservation of natural and cultural heritage is often said to be something that is done for the future, or on behalf of future generations, but the precise relationship of such practices to the future is rarely reflected upon. Heritage Futures draws on research undertaken over four years by an interdisciplinary international team of 16 researchers and more than 25 partner organisations to explore the role of heritage and heritage-like practices in building future worlds. Engaging broad themes such as diversity, transformation, profusion and uncertainty, Heritage Futures aims to understand how a range of conservation and preservation practices across a number of countries assemble and resource different kinds of futures, and the possibilities that emerge from such collaborative research for alternative approaches to heritage in the Anthropocene. Case studies include the cryopreservation of endangered DNA in frozen zoos, nuclear waste management, seed biobanking, landscape rewilding, social history collecting, space messaging, endangered language documentation, built and natural heritage management, domestic keeping and discarding practices, and world heritage site management.

Building Secure and Reliable Systems Heather Adkins 2020-03-16 Can a system be considered truly reliable if it isn't fundamentally secure? Or can it be considered secure if it's unreliable? Security is crucial to the design and operation of scalable systems in production, as it plays an important part in product quality, performance, and availability. In this book, experts from Google share best practices to help your organization design scalable and reliable systems that are fundamentally secure. Two previous O'Reilly books from Google—Site Reliability Engineering and The Site Reliability Workbook—demonstrated how and why a commitment to the entire service lifecycle enables organizations to successfully build, deploy, monitor, and maintain software systems. In this latest guide, the authors offer insights into system design, implementation, and maintenance from practitioners who specialize in security and reliability. They also discuss how building and adopting their recommended best practices requires a culture that's supportive of such change. You'll learn about secure and reliable systems through: Design strategies Recommendations for coding, testing, and debugging practices Strategies to prepare for, respond to, and recover from incidents Cultural best practices that help teams across your organization collaborate effectively

Organizational Change and Development Dipak Kumar Bhattacharyya 2011-01-13 The book focuses on change and development as organizational phenomena. The entire text is divided into 5 sections viz., Understanding Organizational Processes and Change, Management of Change, Nature of Organizational Development, OD Interventions and Strategies, and Contemporary Issues in OD, as the concluding part. With a strong conceptual foundation, the book takes the readers through the entire processes and stages of change as seen and experienced worldwide. The main strength of the book lies in its exhaustive treatment to a wide array of topics along with various exhibits on change management in Indian and global organizations. The role of leadership, organizational culture and technology as integral parts of any change initiative are dealt with in detail. Later part of the book covers various OD models and tools, change management strategies and contemporary issues such as diversity management. The language is simple and enhances learning for the reader with various snapshots of different stages/levels of change and OD at organizations worldwide. The book is aimed at MBA students who specialize in HR and Strategy areas. Industry practitioners and change consultants will also benefit greatly with the title.

Corporate Social Responsibility Madhumita Chatterji 2011-02-01 Corporate Social Responsibility is a comprehensive textbook designed for post graduate management students. It revolves around the premise that CSR is management of a company's impact on its stakeholders, the environment, and the community in which it operates and is more than just a philanthropic activity for some charitable causes. The book begins by providing an understanding of CSR, its evolution, and stakeholder concept, and then moves on elaborate on roles of various institutions and CSR models. It then provides a framework for rating CSR and discusses sustainability and its challenges, and discusses CSR in the Indian and global arena. The book includes a unique comparative study of CSR in different countries with actual data collected. It finally ends with a discussion on the future of CSR. The book would be useful to management students and also aid professionals in understanding that CSR is not philanthropy and corporations have to move beyond the financial bottom-line to the social and environmental bottom-line.

Organisation Change and Development_second edition

COUNSELLING SKILLS FOR MANAGERS, Second Edition SINGH, KAVITA 2015-06-30 Exhaustive work pressures, unmanageable deadlines, and over-stressed work schedules, often lead a manager to a situation, where he/she fails to perform upto his/her potential. At that point of time, counselling becomes mandatory for mental healing and positive outlook. In the second edition, the book continues to focus on counselling concepts by delving on the issues of termination and follow-up, while discussing Counselling Procedures. The concept of REBT (Rational Emotive Behavioural Therapy) has been examined to help the counsellors improve or enhance the behaviour of clients through counselling. While discussing organizational application of counselling skills, a detailed analysis dealing with clients in crisis and trauma has been deliberated, that has a great relevance in today's challenging environment. Further, a section has been specifically devoted to 'Counselling Women', as they have to encounter different kinds of issues in both personal and professional lives. A comprehensive model of ethical decision-making has been added into the chapter, 'Ethics in Counselling'. The book is designed for the postgraduate students of management and organizational psychology. Besides, the book will also be useful for the practising managers and counsellors.

Organization Effectiveness and Change Management Kondalkar 2013

Research Anthology on Changing Dynamics of Diversity and Safety in the Workforce Management Association, Information Resources 2021-07-16 The recent COVID-19 pandemic has emphasized the importance of safety and ergonomics in the workplace. From work-life balance and mental health to risk prevention, maintaining a healthy and happy workforce has become essential for the progress of every company. Moreover, ensuring inclusive spaces has become a pillar of business with some worrying that the diversity agenda will be overshadowed by the recent pandemic. It is imperative that current research is compiled that sheds light on the advancements being made in promoting diversity and wellbeing in the modern workforce. The Research Anthology on Changing Dynamics of Diversity and Safety in the Workforce is a comprehensive reference source that provides the latest emerging research on diversity management and initiatives as well as occupational health and safety practices in the workplace. These concepts are necessary for global workplaces to remain safe, efficient, and inclusive. Covering topics such as employee equity, human resources practices, and worker wellbeing, this anthology provides an excellent resource for researchers, human resources personnel, managers, safety officers, policymakers, CEOs, students, professors, and academicians.

Global Challenges and Strategic Disruptors in Asian Businesses and Economies Ordóñez de Pablos, Patricia 2020-09-25 Strategic disruptors in companies and economies, including blockchain technology, big data, and artificial intelligence, can contribute to the creation of new business opportunities, jobs, and growth. Research is needed on the impacts of these disruptors in Asia, as well as analyses on new business ecosystems and policy implications. Global Challenges and Strategic Disruptors in Asian Businesses and Economies presents a rich collection of chapters that explore and discuss the state of the art, emerging topics, challenges, and success factors in business, big data, innovation, and technology in Asia. The book explores how the internet of things, big data, and artificial intelligence can provide solutions for global challenges and companies. Including topics on digital economy, strategic management, and information technologies, this book is ideal for managing directors, general managers, corporate heads of firms, politicians, executives, entrepreneurs, academicians, decision makers, policymakers, researchers, and students looking to enhance their understanding and collaboration in business, disruptive innovation, and technology in Asia.

Witnesses to History Lyndel V. Prott 2009-01-01 This Compendium gives an outline of the historical, philosophical and ethical aspects of the return of cultural objects (e.g. cultural objects displaced during war or in colonial contexts), cites past and present cases (Maya Temple Facade, Nigerian Bronzes, United States of America v. Schultz, Parthenon Marbles and many more) and analyses legal issues (bona fide, relevant UNESCO and UNIDROIT Conventions, Supreme Court Decisions, procedure for requests etc.). It is a landmark publication that bears testament to the ways in which peoples have lost their entire cultural heritage and analyses the issue of its return and restitution by providing a wide range of perspectives on this subject. Essential reading for students, specialists, scholars and decision-makers as well as those interested in these topics.

Indian Journal of Industrial Relations 2005

Workplace Ostracism Cong Liu 2021-01-04 Workplace mistreatment is a burgeoning topic of interest, with the majority of workers having experienced it in some form. This book explores workplace ostracism and its negative effects on employee and organizational outcomes, such as employee attitudes, behaviors, and well-being. This edited volume defines workplace ostracism and examines how to differentiate ostracism from other type of workplace mistreatment, such as workplace incivility and interpersonal conflict. Among the questions it seeks to answer are: 1) what are the individual, relational, and contextual factors that influence employees' workplace ostracism experiences; and 2) what constitutes ostracism in stigmatized populations, such as international students, immigrant workers, and older workers. Researchers in organizational behavior, I/O psychology, and the sociology of work will find this book to be a valuable resource.