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pressure, motivate employee achievement, and sharpen a
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Dovertet Case Solution
This case illustrates the consequences of using a rigorous system for measuring the performance of a pressure performance, motivate employees to achieve, and sharpen the company's competitiveness.

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The case allows students to consider the benefits and risks of different performance evaluation strategies and their implications for a firm's performance, culture, and employee morale. Are there certain types of firms or industries for which such systems are more appropriate?

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HR metrics and organizational people-related data are an invaluable source of information from which to identify key trends and patterns in order to make effective business decisions. HR practitioners often, however, lack the statistical and analytical know-how to fully harness their potential. Predictive HR Analytics provides a clear, accessible framework with which to understand and work with people analytics and advanced statistical techniques. Step-by-step and by using worked examples, this book shows readers how to carry out and interpret analyses of various forms of HR data, such as employee engagement, performance and turnover, using the statistical packages SPSS (with R syntax provided), and, importantly, how to use the results to enable practitioners to develop effective evidence-based HR strategies. This second edition of Predictive HR Analytics has been updated to include new material on machine learning, biased algorithms, data protection and GDPR considerations, a new example using Kaplan Meier Survival analyses for

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management conversations right to your fingertips. This book will inspire you to: Rethink whether constant, candid feedback really helps employees thrive Move beyond diversity and inclusion to creating a racially just workplace Adopt connected strategies that anticipate your customers' needs Navigate the challenges of dual-career relationships Understand when data creates competitive advantage—and when it doesn't Break through the organizational barriers that impede AI initiatives Lead in a new era of climate action This collection of articles includes "The Feedback Fallacy," by Marcus Buckingham and Ashley Goodall; "Cross-Silo Leadership," by Tiziana Casciaro, Amy C. Edmondson, and Sujin Jang; "Toward a Racially Just Workplace," by Laura Morgan Roberts and Anthony J. Mayo; "The Age of Continuous Connection," by Nicolaj Siggelkow and Christian Terwiesch; "The Hard Truth about Innovative Cultures," by Gary P. Pisano; "Creating a Trans-Inclusive Workplace," by Christian N. Thoroughgood, Katina B. Sawyer, and Jennica R. Webster; "When Data Creates Competitive Advantage," by Andrei Hagiu and Julian Wright; "Your Approach to Hiring Is All Wrong," by Peter Cappelli; "How Dual-Career Couples Make It Work," by Jennifer Petriglieri; "Building the AI-Powered Organization," by Tim Fountaine, Brian McCarthy, and Tamim Saleh; "Leading a New Era of Climate Action," by Andrew Winston; and "That Discomfort You're Feeling Is Grief," by Scott Berinato.

"New York Times bestseller" The 100 most substantive solutions to reverse global warming, based on meticulous research by leading scientists and policymakers around the world "At this point in time, the Drawdown book is exactly what is needed; a credible, conservative solution-by-solution narrative that we can do it. Reading it is an effective inoculation against the widespread perception of doom that

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humanity cannot and will not solve the climate crisis. Reported by-effects include increased determination and a sense of grounded hope. □ Per Espen Stoknes, Author, *What We Think About When We Try Not To Think About Global Warming* □ There's been no real way for ordinary people to get an understanding of what they can do and what impact it can have. There remains no single, comprehensive, reliable compendium of carbon-reduction solutions across sectors. At least until now. . . . The public is hungry for this kind of practical wisdom. □ David Roberts, *Vox* □ This is the ideal environmental sciences textbook□ only it is too interesting and inspiring to be called a textbook. □ Peter Kareiva, Director of the Institute of the Environment and Sustainability, UCLA In the face of widespread fear and apathy, an international coalition of researchers, professionals, and scientists have come together to offer a set of realistic and bold solutions to climate change. One hundred techniques and practices are described here□ some are well known; some you may have never heard of. They range from clean energy to educating girls in lower-income countries to land use practices that pull carbon out of the air. The solutions exist, are economically viable, and communities throughout the world are currently enacting them with skill and determination. If deployed collectively on a global scale over the next thirty years, they represent a credible path forward, not just to slow the earth's warming but to reach drawdown, that point in time when greenhouse gases in the atmosphere peak and begin to decline. These measures promise cascading benefits to human health, security, prosperity, and well-being□ giving us every reason to see this planetary crisis as an opportunity to create a just and livable world.

Over the last 30 years, hydrographical marine surveys in the English Channel helped uncover the potential wreck sites of

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German submarines, or U-boats, sunk during the conflicts of World War I and World War II. Through a series of systemic dives, nautical archaeologist and historian Innes McCartney surveyed and recorded these wrecks, discovering that the distribution and number of wrecks conflicted with the published histories of U-boat losses. Of all the U-boat war losses in the Channel, McCartney found that some 41% were heretofore unaccounted for in the historical literature of World War I and World War II. This book reconciles these inaccuracies with the archaeological record by presenting case studies of a number of dives conducted in the English Channel. Using empirical evidence, this book investigates possible reasons historical inconsistencies persist and what Allied operational and intelligence-based processes caused them to occur in the first place. This book will be of interest to scholars and researchers in the fields of nautical archaeology and naval history, as well as wreck explorers.

What people get out of social media—and how businesses can get more out of it Almost no one had heard of social media a decade ago, but today websites such as Facebook, Twitter, and LinkedIn have more than 1 billion users and account for almost 25 percent of Internet use. Practically overnight, social media seems indispensable to our lives—from friendship and dating to news and business. What makes social media so different from traditional media? Answering that question is the key to making social media work for any business, argues Miko?aj Piskorski, one of the world's leading experts on the business of social media. In *A Social Strategy*, he provides the most convincing answer yet, one backed by original research, data, and case studies from companies such as Nike and American Express. Drawing on his analysis of proprietary data from social media sites, Piskorski argues that the secret of successful ones is that they allow people to fulfill

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social needs that either can't be met offline or can be met only at much greater cost. This insight provides the key to how companies can leverage social platforms to create a sustainable competitive advantage. Companies need to help people interact with each other before they will promote products to their friends or help companies in other ways. Done right, a company's social media should benefit customers and the firm. Piskorski calls this "a social strategy," and he describes how companies such as Yelp and Zynga have done it. Groundbreaking and important, *A Social Strategy* provides not only a story- and data-driven explanation for the explosion of social media but also an invaluable, concrete road map for any company that wants to tap the marketing potential of this remarkable phenomenon.

She's going to hunt down the monster that killed her father. "When Eve Whitlock walks into her father's office and finds his dead body, her world falls apart. If the mysterious Cain Spencer hadn't suddenly appeared in her life, she wouldn't have made it through the funeral." "Now alone in Whitlock Manor and unable to accept what has happened, she sets out on a quest to find her father's killer. Since the police won't listen to her, she ventures into a darker world to find the answers she needs." "Cain tries to save her from herself, but her instinct to hunt is insatiable as she inherits her father's legacy and all the dangers that come with it..." "Eve of Revelation" is a vampire romance thriller and the first story in "The Demon Hunters," a hot paranormal romance series. Interview with the Author Q - What kind of reader would like this book? A - I think this book will appeal to paranormal romance readers, especially those who enjoy sexy supernatural thrillers. This story also has a new adult vibe, so anyone who enjoys college-age paranormal or occult horror may also enjoy *Eve of Revelation*. Because I'm a big fan of

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strong heroines and demon slayers, even in my comedy demon books, there's also some of that in the mix too. Q - How long will it be before I can read the next book? A - I write books quite quickly. I wrote ten last year. But because I did that, I'm working on multiple series at once at the moment. The next book in this series should be making an appearance online later this year. I'm aiming to put out a lot of paranormal/horror trilogies this year as well as finishing this one. If you sign up for my newsletter, I'll send you an email when I have an official release date for the next book. Q - Have you been writing for a long time? A - Yes. I was first published in 1994, and since then I've written and published many books, including writing for Harlequin and winning the SYTYCW competition. It's been a fun journey so far. I've had the opportunity to work with and learn from some of the best writers in the world along the way, which has been amazing. Q - What's so special about "The Demon Hunters"? A - I think it's the combination of steamy vampire romance and high-action supernatural suspense that I find exciting about the stories because together they provide thrilling adventures. The series is based around very real emotions that are cloaked in a paranormal/horror world. Predominantly it is a series of gothic romance novels. However, because the series isn't focused only on the romance side, there is a lot of mystery, action and adventure in the mix too. Also, because the series is about demon hunters, it explores urban myths, legends, mythology, including all kinds of fae, succubae, witches, monsters, shapeshifters and dark sorcery. As a series, it's jam-packed with everything supernatural. "Thanks for reading!" About This Edition Language: American English Genre: Vampire Romance Thriller Rights: Claire Chilton More Paranormal Romance Books Frenzied - The Cursed Series Selkie - The Celtic Witches Dark Thoughts

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Designed to walk beginners through core aspects of collecting, visualizing, analyzing, and interpreting social network data, this book will get you up-to-speed on the theory and skills you need to conduct social network analysis. Using simple language and equations, the authors provide expert, clear insight into every step of the research process—including basic maths principles—without making assumptions about what you know. With a particular focus on NetDraw and UCINET, the book introduces relevant software tools step-by-step in an easy to follow way. In addition to the fundamentals of network analysis and the research process, this Second Edition focuses on: Digital data and social networks like Twitter Statistical models to use in SNA, like QAP and ERGM The structure and centrality of networks Methods for cohesive subgroups/community detection Supported by new chapter exercises, a glossary, and a fully updated companion website, this text is the perfect student-friendly introduction to social network analysis.

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