

## Pestle Ysis For Employee Performance Management

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This book offers a practical and reliable approach to how an organization can move beyond all of the separate initiatives and hype associated with sustainability. It shows how to build in what is already in place, in order to create a sense of stewardship that protects the environment, creates a sense of social well-being, and shared value within the organization.

MORE THAN ONE MILLION COPIES IN PRINT • “ One of the seminal management books of the past seventy-five years. ” —Harvard Business Review This revised edition of the bestselling classic is based on fifteen years of experience in putting Peter Senge ’ s ideas into practice. As Senge makes clear, in the long run the only sustainable competitive advantage is your organization ’ s ability to learn faster than the competition. The leadership stories demonstrate the many ways that the core ideas of the Fifth Discipline, many of which seemed radical when first published, have become deeply integrated into people ’ s ways of seeing the world and their managerial practices. Senge describes how companies can rid themselves of the learning blocks that threaten their productivity and success by adopting the strategies of learning organizations, in which new and expansive patterns of thinking are nurtured, collective aspiration is set free, and people are continually learning how to create the results they truly desire. Mastering the disciplines Senge outlines in the book will: • Reignite the spark of genuine learning driven by people focused on what truly matters to them • Bridge teamwork into macrocreativity • Free you of confining assumptions and mindsets • Teach you to see the forest and the trees • End the struggle between work and personal time This updated edition contains more than one hundred pages of new material based on interviews with dozens of practitioners at companies such as BP, Unilever, Intel, Ford, HP, and Saudi Aramco and organizations such as Roca, Oxfam, and The World Bank.

Universal basic income (UBI) is emerging as one of the most hotly debated issues in development and social protection policy. But what are the features of UBI? What is it meant to achieve? How do we know, and what don ’ t we know, about its performance? What does it take to implement it in practice? Drawing from global evidence, literature, and survey data, this volume provides a framework to elucidate issues and trade-offs in UBI with a view to help inform choices around its appropriateness and feasibility in different contexts. Specifically, the book examines how UBI differs from or complements other social assistance programs in terms of objectives, coverage, incidence, adequacy, incentives, effects on poverty and inequality, financing, political economy, and implementation. It also reviews past and current country experiences, surveys the full range of existing policy proposals, provides original results from micro † “ tax benefit simulations, and sets out a range of considerations around the analytics and practice of UBI.

Key Business Analytics will help managers apply tools to turn data into insights that help them better understand their customers, optimize their internal processes and identify cost savings and growth opportunities. It includes analysis techniques within the following categories: Financial analytics – cashflow, profitability, sales forecasts Market analytics – market size, market trends, marketing channels Customer analytics – customer lifetime values, social media, customer needs Employee analytics – capacity, performance, leadership Operational analytics – supply chains, competencies, environmental impact Bare business analytics – sentiments, text, correlations Each tool will follow the bestselling Key format of being 5-6 pages long, broken into short sharp advice on the essentials: What is it? When should I use it? How do I use it? Tips and pitfalls Further reading This essential toolkit also provides an invaluable section on how to gather original data yourself through surveys, interviews, focus groups, etc.

This book proposes that organizational policies are what ensure the institutionalization and sustainability of futures thinking in organizations. It presents several case studies from

corporations and other institutions that describe effective use of foresight methods and internal policies to respond to rapid change. The case studies address changing trends in technology, globalization and/or workforce diversity, and the impact on the economic and political well-being of the organization. The editors also develop an organizational capability maturity model for futures thinking as well as providing questions for discussion that promote critical review of each case chapter. This book will inform scholars and organizational leaders how best to utilize foresight methodologies and organizational policies to sustain successful management strategies within futures thinking organizations. Chapter 9 is available open access under a Creative Commons Attribution 4.0 International License via [link.springer.com](http://link.springer.com).

Now in its third edition, this multi-volume Encyclopedia of Management, has been revised and updated to chart the major developments that have occurred in: digital technologies; ethics and governance-related issues; innovation; emerging markets; organizational networks; and new avenues of sustainable business growth. Providing comprehensive coverage of the field of management the encyclopedia spans thirteen subject volumes plus and index, providing a landmark work of reference for scholars, students and professionals. New to this edition: Technology & Innovation Management , Volume 13, V K Narayanan & Gina O ' Connor. The encyclopedia is available online through Wiley Online Library, a major database of Journals, Handbooks and reference in the field.

This open access book explores supply chains strategies to help companies face challenges such as societal emergency, digitalization, climate changes and scarcity of resources. The book identifies industrial scenarios for the next decade based on the analysis of trends at social, economic, environmental technological and political level, and examines how they may impact on supply chain processes and how to design next generation supply chains to answer these challenges. By mapping enabling technologies for supply chain innovation, the book proposes a roadmap for the full implementation of the supply chain strategies based on the integration of production and logistics processes. Case studies from process industry, discrete manufacturing, distribution and logistics, as well as ICT providers are provided, and policy recommendations are put forward to support companies in this transformative process.

The Social Determinants of Mental Health aims to fill the gap that exists in the psychiatric, scholarly, and policy-related literature on the social determinants of mental health: those factors stemming from where we learn, play, live, work, and age that impact our overall mental health and well-being. The editors and an impressive roster of chapter authors from diverse scholarly backgrounds provide detailed information on topics such as discrimination and social exclusion; adverse early life experiences; poor education; unemployment, underemployment, and job insecurity; income inequality, poverty, and neighborhood deprivation; food insecurity; poor housing quality and housing instability; adverse features of the built environment; and poor access to mental health care. This thought-provoking book offers many beneficial features for clinicians and public health professionals: Clinical vignettes are included, designed to make the content accessible to readers who are primarily clinicians and also to demonstrate the practical, individual-level applicability of the subject matter for those who typically work at the public health, population, and/or policy level. Policy implications are discussed throughout, designed to make the content accessible to readers who work primarily at the public health or population level and also to demonstrate the policy relevance of the subject matter for those who typically work at the clinical level. All chapters include five to six key points that focus on the most important content, helping to both prepare the reader with a brief overview of the chapter's main points and reinforce the "take-away" messages afterward. In addition to the main body of the book, which focuses on selected individual social determinants of mental health, the volume includes an in-depth overview that summarizes the editors' and their colleagues' conceptualization, as well as a final chapter coauthored by Dr. David Satcher, 16th Surgeon General of the United States, that serves as a "Call to Action," offering specific actions that can be taken by both clinicians and policymakers to address the social determinants of mental health. The editors have succeeded in the difficult task of balancing the individual/clinical/patient perspective and the population/public health/community point of view, while underscoring the need for both groups to work in a unified way to address the inequities in twenty-first century America. The Social Determinants of Mental Health gives readers the tools to understand and act to improve mental health and reduce risk for mental illnesses for individuals and communities. Students preparing for the Medical College Admission Test (MCAT) will also benefit from this book, as the MCAT in 2015 will test applicants' knowledge of social determinants of health. The social determinants of mental health are not distinct from the social determinants of physical health, although they deserve special emphasis given the prevalence and burden of poor mental health.

Professional Practice in Learning and Development guides learning and development practitioners and students in designing and delivering effective people development in the modern organization. It is a core text for those studying for learning and development qualifications such as the Chartered Institute of Personnel and Development Intermediate level, and a useful handbook for those in learning and development roles looking to develop their understanding of the latest developments facing the profession. With a particular focus on digital, blended and social learning it will help you deliver more for less. Starting with an introduction to learning and development, it shows how to make the business case for activities, use metrics to demonstrate the value add, and engage the right stakeholders. Drawing on the latest research, Professional Practice in Learning and Development highlights the new opportunities made available to the learning and development practitioner by technology, new media and the networked world in which we live. It looks at approaches to helping people learn and how to develop tailored solutions. Case studies and reflective questions develop skills in facilitating collaborative learning, working in teams, and communicating effectively with all stakeholders. This book also equips you to measure and communicate the value of the programmes and, drawing on insights from neuroscience, demonstrates some practical new tools for engaging learners to improve the effectiveness of their work.

Assuming no prior knowledge, the second edition of Foundations of Economics introduces students to both microeconomic and macroeconomic principles. This is the ideal text for foundation degrees and non-specialist courses for first year undergraduates.

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