

Manual De Comportamento Organizacional E Gest O

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Recent Advances in Information Systems and Technologies - Álvaro Rocha 2017-03-27
This book presents a selection of papers from the 2017 World Conference on Information Systems and Technologies (WorldCIST'17), held between the 11st and 13th of April 2017 at Porto Santo Island, Madeira, Portugal. WorldCIST is a global forum for researchers and practitioners to present and discuss recent results and innovations, current trends, professional experiences and challenges involved in modern Information Systems and Technologies research, together with technological developments and applications. The main topics covered are: Information and Knowledge Management; Organizational Models and Information Systems; Software and Systems Modeling; Software Systems, Architectures, Applications and Tools; Multimedia Systems and Applications; Computer Networks, Mobility and Pervasive Systems; Intelligent and Decision Support Systems; Big Data Analytics and Applications; Human-Computer Interaction; Ethics, Computers & Security; Health Informatics; Information Technologies in Education; and Information Technologies in Radiocommunications.

COMPORTAMENTO ORGANIZACIONAL PARA A GESTÃO DE PESSOAS - MARCO ANTONIO GARCIA OLIVEIRA 2017-10-06

Em termos concretos, quando empregamos a expressão comportamento organizacional , estamos falando, afinal de contas, do comportamento de quem: da própria organização ou das pessoas que a compõem? Este livro mostra que a solução para esse dilema é, no fundo, simples: as duas interpretações são perfeitamente válidas. A expressão comportamento organizacional pode claramente referir-se às ações que são exercidas por essa entidade a que chamamos empresa e que é constituída de indivíduos e marcada por regras internas de conduta que lhe dão especificidade: as empresas se comportam em relação ao mercado, à concorrência e aos seus stakeholders. Além disso, produz-se um universo de complexos comportamentos humanos dentro dessas organizações: por dentro , elas pulsam intensa e continuamente por conta das ações e reações das pessoas, pelos relacionamentos que se dão entre elas, pelas interpretações que são atribuídas a essas condutas: também o comportamento na organização é muito rico, e a expressão comportamento organizacional aplica-se de forma igualmente perfeita ao estudo desse tipo de conduta. O resultado é um estudo abrangente sobre os vários pontos importantes que o leitor deve considerar para entender melhor o que se passa em uma complexa organização empresarial. Aplicação: este livro pode ser utilizado nas seguintes disciplinas: Administração de Recursos Humanos e Comportamento Organizacional.

Research Anthology on Challenges for Women in Leadership Roles - Management Association, Information Resources 2021-03-19

The role of women in the workplace has rapidly advanced and changed within the

previous decade, leading to a current position in which women are taking over leadership roles and being offered these positions more than ever before. However, a gap still exists with the representation of women in the workforce especially in power positions and roles of authority in organizations. While the representation of women in leadership roles is impressive and exciting for the future, women still face many challenges when taking over these positions of power and face many issues related to gender inclusivity. There is also still gender bias and discrimination against women who have been given the opportunity to become authority figures. It is essential to acknowledge and discuss these critical issues and challenges that women in leadership roles must handle to better understand the current climate of gender roles across various industries and types of leadership. The Research Anthology on Challenges for Women in Leadership Roles discusses the role of women in positions of authority across diverse industries and businesses. By reviewing the biases, struggles, discrimination, and overall challenges of being a woman in a powerful role, women leaders can be better understood for their role in a male-dominated world. This includes topics of concern such as equal treatment, proper implementation of women's policies, social justice activism, discrimination, and sexual harassment in the workplace, and the importance of diversity and empowerment of women in leadership positions with chapters pertaining specifically to African-American, Hispanic, Asian, and Middle Eastern women. This book is ideal for professionals, researchers, managers, executives, leaders, academicians, sociologists, policymakers, and students in fields that include humanities, social sciences, women's studies, gender studies, business management, management science, health sciences, educational studies, and political sciences.

Proceedings of the International Conference Theory and Applications in the Knowledge Economy TAKE 2017 - Blazenka Knezevic 2017-07-08

Foreword A famous Portuguese Poet once said around one hundred years ago; "before I was born all the words that should save the Humanity had already been written.., the only thing that was missing was to save Humanity." Fast forward to the 21st century services led and knowledge based economy, and we have myriads of theoretical study about the decisive assets – namely intangibles. Those analysis are made in several perspectives, namely Human Resources, Knowledge Management, Intellectual Capital, and also many sectorial perspectives like Trade, Economics, Logistics, Social Policy etc. However, today the question about the applicability of all these studies remains unsolved. So, it like, many of the words that will save the Knowledge Economy have already been written, all we need is to save the Knowledge Economy..Or is it not? The idea behind TAKE Conference was to provide a multidisciplinary forum in which those multiple perspectives will come together.

We believe it is a fruitful operation and we intend to continue the exercise in the future. The problem of the relation between theory and practice in the knowledge economy is getting more important and not less important with the development of the BRICS and other nations. TAKE main question will be one of the problems of the 21st century. Following the promising start of TAKE 2016 in Aveiro, Portugal, TAKE 2017 was organized by the Faculty of Economics of Zagreb University, around Prof. Blazenka Knezevic. I would like to thank her and her team for the massive effort in putting TAKE 2017 together. It will be a very nice and memorable conference. I would like also to thank the 5 keynotes, the special sessions and workshop organizers, the authors of the 60 papers and 5 posters, the stream leaders, the reviewers and the sponsors for the efforts. And to the 90 participants from 20 countries: Austria, Bosnia-Herzegovina, Canada, Croatia, Germany, Hong Kong, Hungary, Netherlands, Mexico, Portugal, Poland, Romania, Russia, South Africa, Serbia, Slovakia, Spain, Thailand, United Kingdom, United States. A special word to Prof. Gaby Neumann from Wildau who organized the Proceedings. Let us make TAKE 2017 a great occasion and help save the knowledge economy a bit. Eduardo Tomé, Conference Chair Zagreb, July 2017

Sustainable Human Resource Management - Carolina Machado 2022-09-01

Sustainable Human Resource Management: Policies and Practices covers issues related to sustainable human resource management in a context where organizations are continually facing significant challenges related to the continuous change in the market, as well as in the environment. Organized in different chapters, the book includes contributions from renowned international researchers in the field of sustainability and organizations, and human resource management. Providing recent research advances on Sustainable Human Resource Management, it can be used in an undergraduate management and engineering course (for example, management, human resource management, industrial, manufacturing, economics, etc.), or as a subject on human resource management and industrial engineering at the postgraduate level. Also, this book can serve as a useful reference for academics, researchers, managers and manufacture and industrial engineers, as well as all professionals who work in fields related to management and human resource management, sustainability and industrial engineering.

International and Comparative Studies in Adult and Continuing Education - Regina Egetenmeyer 2020-11-10

This volume gives theoretical and practical insights in international and comparative research in the field of adult and continuing education. The 16 contributions of this volume give three perspectives on international and comparative adult education. The first perspective focuses on the question how internationalisation and comparative adult and continuing education can be taught. The second perspective gives insights into the results of comparative research that has been conducted throughout a two-week Winter School that took place in February 2019 in Würzburg. The third perspective complements the two perspectives with insights into international projects and practices in adult and continuing education. The authors of this volume are contributing to the transnational Winter School International and comparative studies in adult and continuing education in Würzburg, Germany since 2014.

Knowledge Management and Learning Organizations - Carolina Machado 2021-04-26

This book focuses on knowledge management and learning organizations, showing how they realise entrepreneurship and innovation. Understanding knowledge management as the process of creating, sharing and managing an organization's information and knowledge, and focusing learning organizations in their collaborations to promote

continuous learning are two issues that are critical to the organizational success. As such, this book offers insights into the topic and the appropriate use of the tools and strategies that drive competitive organizations operating on an international or transnational scale.

Handbook of Research on International Business and Models for Global Purpose-Driven Companies - Perez-Urbe, Rafael Ignacio 2020-11-20

International businesses struggle to be competitive and influential at the global market level. With the new ideas in the management and leadership disciplines, hard skills are losing or are believed to be losing their strategic relevance while soft skills are praised and highly sought after. The Handbook of Research on International Business and Models for Global Purpose-Driven Companies, a pivotal reference source, provides vital research on international business management strategies and applications within internal organizations that allow companies to strategically position themselves for increased success in the global economy. While highlighting topics such as organizational culture, internal communication, and generational workforce, this publication explores leadership disciplines as well as the methods of handling multicultural organizations. This book is ideally designed for entrepreneurs, executives, managers, business professionals, human resource officials, researchers, academicians, and students.

ECMLG 2022 18th European Conference on Management, Leadership and Governance - Florinda Matos 2022-11-10

Advances in Intelligent, Flexible, and Lean Management and Engineering - Machado, Carolina 2021-06-11

In organizations today, knowledge on how to manage in a green environment is of a particular emphasis and is an important discussion topic amongst academics, researchers, and managers. Undertakings such as sustainability, not only in an environmental perspective but also in an organizational perspective; recycling; re-use; low costs; waste reduction; and high productivity are only some, among many others, that require a break in traditional management paradigms. Present organizations need to be managed with different models where innovation and change are key words as they drive the organization to success. At this level, green management appears as a new way to manage and understand organizations, making them more strategic and competitive in the markets where they are and where they will be in the future. *Advances in Intelligent, Flexible, and Lean Management and Engineering* introduces the newest models, theories, and tools along with the practices, policies, and strategies for management and engineering. This book reflects on the experiences and thoughts about the state-of-the-art research in the green management and engineering fields, as well as the future direction of this scope of research. It covers important topics such as green transformational leadership, artificial intelligence, production models, sustainable factories, and more. This book is an essential resource tool for engineers, executives, managers, economists, practitioners, researchers, academicians, and students looking for information on the advances in management and engineering for businesses.

Handbook of Research on Information Management for Effective Logistics and Supply Chains - Jamil, George Leal 2016-09-23

Evaluating the role of logistics and supply chain management skills or applications is necessary for the success of any organization or business. As market competition becomes more aggressive, it is crucial to evaluate ways in which a business can maintain a strategic edge over competitors. The Handbook of Research on Information Management for Effective Logistics and Supply Chains

highlights strategies, tools, and skills necessary for supply management within organizations and companies. Featuring best practices and empirical research within the field, this handbook is a critical reference source for scholars, practitioners, researchers, information systems and telecommunication specialists, and managers.

Organizational Management in Post Pandemic Crisis - Carolina Machado 2022-04-12

This book presents the tools and policies necessary to undertake with success post-pandemic crisis. The chapters focus on topics of interest such as the challenges in economic and business sectors around the world, economic and business recession, unemployment, increased market uncertainty, more demanding suppliers and customer orders, production interruptions, internal organizational and structural demands, among others.

Aprendizagem e suas teorias - Hiriyappa B; Ph.D. 2019-03-13

Aprendizagem e suas teorias por Hiriyappa B ; Ph.D. O leitor deste livro será capaz de: compreender o campo da aprendizagem e suas teorias; e discutir o real cenário de aplicações dos princípios de aprendizagem em negócios e gestão de uma organização. Aprendizagem e suas teorias abrange temas como aprendizagem e seus componentes, determinantes de aprendizagem, processos de aprendizagem, princípios de aprendizagem, sistemas de recompensa organizacional e tipos de aprendizagem. O leitor deste livro será capaz de: compreender o campo da aprendizagem e suas teorias; e discutir o real cenário de aplicações dos princípios de aprendizagem em negócios e gestão de uma organização. Este livro é um guia seletivo simples, uma monografia prática, concebido para ajudar acadêmicos e estudantes de psicologia, educação e gestão de negócios. A aprendizagem traz mudanças permanentes em seus processos ao longo de nossas vidas. Gênero: Negócios & Economia/Comportamento organizacional Gênero secundário: Negócios & Economia/Educação Língua: Português Palavras-chave: Investimento em conhecimento, dinheiro, gestão da informação, manual de referência educacional, livro de mão sobre negócios, gestão, desenvolvimento de negócios, aprendizagem de planejamento em negócios, comportamento organizacional, princípios de aprendizagem, teorias de aprendizagem Quantidade de palavras: 5.500 Amostra de texto: Aprendizagem e suas teorias abrange temas como aprendizagem e seus componentes, determinantes de aprendizagem, processos de aprendizagem, princípios de aprendizagem, sistemas de recompensa organizacional e tipos de aprendizagem. O leitor deste livro será capaz de: compreender o campo da aprendizagem e suas teorias; e discutir o real cenário de aplicações dos princípios de aprendizagem em negócios e gest

ECMLG 2021 17th European Conference on Management, Leadership and Governance -

Professor Frank Bezzina 2021-11-08

Manual de comportamento organizacional e gestão - Miguel Pina e Cunha

Manual Prático De Treinamento E Aprendizagem Organizacional - Kellyn Telles Cunha & Ademir Dos Santos 2015-07-28

Este livro se destina a todos que precisam conhecer ou implantar um Programa de Treinamento e Desenvolvimento em sua organização. Não pretende esgotar o assunto, mas servir como um instrumento de apoio para profissionais da área administrativa. Como profissional de Recursos Humanos em empresas de médio e grande porte por mais de 15 anos e antes de me dedicar a Consultoria e ao Ensino Superior, pude implantar o recursos humanos em diversas organizações que necessitavam se adequar as normas ISO. O desafio foi transformar o departamento pessoal em RH. Existem hoje no Brasil várias obras versando sobre os recursos humanos das organizações;

eles se dividem em manuais, coletâneas dentre outros. Este manual tem, porém, um diferencial ele traz termos e exemplos simples e de fácil entendimento. Aproveitando as experiências que tive e os conhecimentos do Prof. Dr. Ademir dos Santos que é doutorado em psicologia organizacional decidimos escrever este livro para auxiliar os profissionais de gestão de pessoas a implantar o programa de treinamento e desenvolvimento. Talvez este livro não seja a “solução dos problemas” e nem pretendemos ser os “papas” em recursos humanos. Mas esperamos que os conteúdos abordados contribuam para o conhecimento do assunto, podendo ser usado também como livro-texto nas disciplinas técnicas e universitárias voltadas a formação do profissional em gestão de pessoas. Além de conhecimentos teóricos, o livro traz estudos de caso, dinâmicas e formulários que servem de auxílio para implantação de programas de treinamento organizacional.

18th European Conference on Knowledge Management (ECKM 2017) - Academic Conferences and Publishing Limited 2017

MANUAL DE GESTÃO - HAINO BURMESTER 2017-10-06

A proposta deste livro não é mostrar aos leitores como não fazer mais do mesmo, e sim como fazer as coisas de modo diferente sem aderir a modismos inconsequentes. O autor apresenta a liderança como fenômeno organizacional coletivo que não depende de líderes heróis, condutores ou servidores de pessoas. A obra desenvolve a tese de que a liderança é muito mais consequência de conceitos organizacionais básicos que devem orientar e referenciar a ação de todos os agentes envolvidos com a organização do que da ação de líderes heróis. Essa constatação se deve ao fato, óbvio, de que líderes, por mais heroicos que sejam, não estão sempre presentes na organização e, por mais que detestem isso, não são eternos; enquanto os líderes passam, as organizações permanecem. A própria estrutura do livro sugere a forma como deve se estruturar a liderança nas organizações que terão sucesso no século XXI: sistema de liderança; cultura organizacional baseada na excelência; e análise crítica global. Amplamente baseado em referências do dia a dia, o livro está repleto de exemplos de como fazer as coisas acontecerem nas organizações e de como organizar os processos e as práticas da liderança.

Safety of Marine Transport - Adam Weintrit 2015-06-03

Providing high-quality, scholarly research, addressing development, application and implications, in the field of maritime education, maritime safety management, maritime policy sciences, maritime industries, marine environment and energy technology. Contents include electronics, astronomy, mathematics, cartography, command and control, psycho

Data Analysis and Applications 2 - Christos H. Skiadas 2019-03-04

This series of books collects a diverse array of work that provides the reader with theoretical and applied information on data analysis methods, models and techniques, along with appropriate applications. Volume 2 begins with an introductory chapter by Gilbert Saporta, a leading expert in the field, who summarizes the developments in data analysis over the last 50 years. The book is then divided into four parts: Part 1 examines (in)dependence relationships, innovation in the Nordic countries, dentistry journals, dependence among growth rates of GDP of V4 countries, emissions mitigation, and five-star ratings; Part 2 investigates access to credit for SMEs, gender-based impacts given Southern Europe's economic crisis, and labor market transition probabilities; Part 3 looks at recruitment at university job-placement offices and the Program for International Student Assessment; and Part 4 examines discriminants, PageRank, and the political spectrum of Germany.

Research Methodology in Management and Industrial Engineering - Carolina Machado 2020-03-13

This book deals with methodological issues in the field of management and industrial engineering. It aims to answer the following questions that researchers face every time they look to develop their research: How can we design a research project? What kind of paradigm should we follow? Should we develop a qualitative / phenomenological research or a quantitative / positivistic one? What technics for data collections can we use? Should we use the entire population or a sample? What kind of sampling techniques can we have? This book provides discussion and the exchange of information on principles, strategies, models, techniques, applications and methodological options possible to develop in research in management and industrial engineering. It communicates the latest developments and thinking on the research methodologies subject in the different areas, worldwide. It seeks cultural and geographic diversity in studies highlighting research methodologies that can be used in these different study areas. This book has a special interest in research on important issues that transcend the boundaries of single academic subjects. It presents contributions that challenge the paradigms and assumptions of individual disciplines or functions, with chapters grounded in conceptual and / or empirical literature. The main aim of this book is to provide a channel of communication to disseminate knowledge between academics and researchers, with a special focus on the management and industrial engineering fields. This book can serve as a useful reference for academics, researchers, managers, engineers, and other professionals in related matters with research methodologies. Contributors have identified the theoretical and practical implications of their methodological options to the development and improvement of their different study and research areas.

Handbook of Research on Increasing the Competitiveness of SMEs - Perez-Uribe, Rafael 2019-12-06

Countries have been competing against each other in order to attract financial investment and human capital for decades. However, emerging economies have a long way to go before they achieve the same levels of competitiveness as a developed economy. Lack of firm institutions, inadequate infrastructure, and a lack of trust in the legal system are urgent and unavoidable factors that emerging economies must address. The Handbook of Research on Increasing the Competitiveness of SMEs provides innovative insights on integrating, adapting, and building models and strategies compatible with the development of competitiveness in small and medium enterprises in emerging countries. The content within this publication examines quality management, organizational leadership, and digital security. It is designed for policymakers, entrepreneurs, managers, executives, business professionals, academicians, researchers, and students.

Creativity Models for Innovation in Management and Engineering - Machado, Carolina 2022-05-20

In today's competitive environments, only the most creative and innovative organizations are able to survive. These dynamic organizations continuously establish and develop strategies that leverage their creativity and their innovative abilities to attain long-term success and maintain their competitive edge. Further study on the uses and benefits of creative management in the business sector is required to ensure businesses not only survive but expand and flourish. Creativity Models for Innovation in Management and Engineering introduces innovative research on creativity and innovation in the management and engineering fields and considers the importance of having resilient and inventive

leaders in the competitive business world. Covering a wide range of topics such as business performance, knowledge management, entrepreneurship, and agribusiness, this reference work is ideal for engineers, managers, business owners, policymakers, academicians, researchers, practitioners, scholars, researchers, instructors, and students.

Achieving Competitive Advantage through Quality Management - Marta Peris-Ortiz 2015-06-26

This book examines the ways in which quality management methods, tools, and practices help improve an organization's performance and achieve sustainable competitive advantages. This volume includes quality techniques and tools such as the EFQM Model, SERVPERF model, E-S-Qual scale and the ISO 9001 certification and provide a wide variety of empirical studies in different economic sectors. In the current economic environment, characterized by economic turmoil and fierce competition, quality management has become a key strategy for organizations to overcome today's challenges. Organizations benefit from implementing quality management systems by following two approaches. First, they implement quality practices aimed at ensuring customer satisfaction by considering consumer expectations and establishing strategies accordingly. Second, organizations improve processes by establishing efficient and effective process management systems that improve productivity, lower costs, reduce unnecessary expenses, eliminate all non-value added activities, and ultimately maximize excellence and customer satisfaction. Quality management thereby provides tools, techniques, and methods for continuous process improvement in both the professional and academic worlds, which, when implemented by organizations in times of crisis, enable more effective administration of activities undertaken by managers. Containing contributions from various academics and scholars, this new book provides cutting edge research, methods and techniques providing a reference manual for academics, scholars, practitioners and policy-makers.

Handbook of Methods in Leadership Research - Birgit Schyns 2017-12-29

This volume provides an overview of a variety of quantitative and qualitative methods for leadership research, authored by scholars in the areas of leadership and research methodology. Integrating insights from other research areas, it provides novel approaches and multiple techniques for leadership research in a straightforward fashion. Because the volume is designed to help leadership researchers get their first insights into specific methods and their potential application to leadership research, it is appropriate for multiple audiences. These include academics and practitioners wanting to try a new method, as well as advanced undergraduate and graduate students wanting an overview of a variety of techniques. It will also be helpful to readers and reviewers as they endeavour to better understand and assess the quality of existing leadership research.

Higher Education - Carolina Machado 2022-07-26

Increasing corporate social responsibility demands professionals possess the necessary knowledge, abilities, and competencies to answer the needs of a diverse organization's stakeholders. This book highlights the most recent issues related to higher education in the fields of management and engineering. It explains why a sustainable education is a requirement for professionals, as well as the organizations they collaborate with. Higher Education: Progress for Management and Engineering focuses on the latest research findings in the field of higher and sustainable education. It discusses the progress, shares knowledge and insights on an international scale, and highlights the challenges faced to obtain and secure a more responsible and sustainable management system. Selecting different options

and strategies, how to set priorities on managing competition, and how to succeed as an organization that can lead to successes in both national and international markets are covered within this book. This book can be used as a reference for researchers, academics, managers, engineers, and other professionals involved in higher and sustainable education in management and engineering.

Productivity and Organizational Management - Carolina Machado 2017-04-10

Effective work practices and good employee relations are a real necessity of nowadays organizations, as they can help to reduce absenteeism, turnover, organizational costs, conducting to high levels of commitment, effectiveness, performance as well as productivity. Addressing these questions, this book focuses on the implications of changes in productivity and organizational management, exploring models, tools and processes.

Information Systems for Industry 4.0 - Isabel Ramos 2019-05-04

This book provides a selection of the best papers presented at the 18th Conference of the Portuguese Association for Information Systems (CAPSI), which was held in 2018. The focus of the conference and of these proceedings lies on the interplay between information systems and Industry 4.0. All contributions, which include original research, review papers and case studies, were peer-reviewed in a double blind process.

Emotional Intelligence and Neuro-Linguistic Programming - Carolina Machado 2019-07-03

The development of a new book about Emotional Intelligence (EI) and Neuro-Linguistic Programming (NLP) and the challenges to managers and engineers is essential because it introduces new lines of research in management and production. The use of EI and NLP allows management to take a more strategic role in organisations. There is a growing importance of sophisticated analysis for managers to support decision making, to use emotional information in order to guide thinking and behaviour, as well as to manage emotions to adapt environments and achieve the organisation's goals. This book addresses several dimensions of EI and NLP and its impact in business and organisation competitiveness. Features Focuses on the latest research findings that are occurring in this field all over the world Shows in what ways companies around the world are facing today's EI and NLP challenges Presents knowledge and insights on an international scale Assists researchers and practitioners in selecting among the different options and strategies, the more relevant priorities to managing competitive organisations Offers the latest developments in the field and of forthcoming international studies

Proceedings of the International Conference Theory and Applications in the Knowledge Economy - Eduardo Tomé 2016-07-08

Foreword TAKE 2016 is a dream that came true. In about six months, a group of friends and colleagues put together in an upcoming and very dynamic university a conference with 9 streams, 3 keynotes, and 3 special sessions. 60 papers presented, 6 posters and around 80 participants from 20 countries. This is awesome! I would like to deeply thank Aveiro University, the GOVCOPP research centre, the conference committee, the keynote speakers, the special session convenors, the stream leaders, the reviewers, the authors, and the administrative people for all their work and support. I want to have two special words one for Blazenka Knezevic without whom the website would not have been possible, the other for Gaby Neumann for work in these Proceedings. Scientifically, TAKE seems to be as important and new and far reaching. We don't have shortage of models regarding the knowledge economy but we decisively lack to explore the relation between

theory and practice. TAKE is a step in exploring that difference. We know that "Exact sciences find the best answers and social sciences give the best questions" (J.C. Spender) and we also know that "Knowledge Management is more preached by scholars than done by practitioners" (Aino Kianto). We assume the first idea and try to overcome the second. Hopefully TAKE 2016 will be a great success. Thank you for everything.

International Human Resources Management - Carolina Machado 2015-03-07

This book covers the issues related to human resource management (HRM) in an international context. It gives perspectives and future direction in International HRM research. The chapters explore the models, tools and processes used by international organizations in order to assist international managers to better face the challenges and changes in HRM. It is suitable to HR managers, engineers, entrepreneurs, practitioners, academics and researchers in the field.

Reviving Businesses With New Organizational Change Management Strategies - Geada, Nuno 2021-06-25

With the gradual resumption of economic activity, most businesses are facing a range of challenges associated with implementing measures to protect the health and safety of their employees. Some employers had to put certain business activities on hold and even start new ones in order to keep their organizations operating efficiently. The global COVID-19 pandemic plus digital transformation and the pressure of Industry 4.0 have challenged companies to manage their organizations in newfound ways. In the short term, they are facing enormous changes to their business plans; in the long term, they must adapt and continue to progress on their original goals. Reviving Businesses With New Organizational Change Management Strategies is a crucial reference book that analyzes the sensitivity of organizations to change management based on methodologies and tools to control impacts, to understand how employees will be impacted in their environment, and to learn how technology will help both the industry and professionals. This book also explores types of frameworks that are built for communication and business continuity, the importance of collaborative and interactive relationships for change management, and emotional factors and issues for change management. Covering topics including change management models, cybersecurity, Health 4.0, privacy and security, and information systems management, this text is essential for managers, executives, human resources managers, academicians, students, and researchers looking for successful business strategies that are leading to increased efficiency, performance, and growth.

Human Resource Management and Technological Challenges - Carolina Machado 2013-12-03

This book focuses on the challenges and changes that new technologies bring to human resources (HR) of modern organizations. It examines the technological implications of the last changes taking place and how they affect the management and motivation of human resources belonging to these organizations. It looks for ways to understand and perceive how organizational HR, individually and as a team, conceptualize, invent, adapt, define and use organizational technology, as well as how they are constrained by features of it. The book provides discussion and the exchange of information on principles, strategies, models, techniques, methodologies and applications of human resources management and technological challenges and changes in the field of industry, commerce and services.

Handbook of Research on Information Architecture and Management in Modern Organizations - Jamil, George Leal 2015-08-17

Information is considered both an essential element of organizational design and

an asset to be processed and managed. Further research on and application of topics relating to the architecture, management, and use of information is imperative to organizational success. The Handbook of Research on Information Architecture and Management in Modern Organizations focuses on information as an essential element of organizational design and emphasizes the strategic role of knowledge transfer and management in organizations across industries. Taking a cross-disciplinary approach to information architecture and management, this publication draws on research essential to diverse organizations and is designed for use by business professionals, researchers, academicians, and upper-level students. This comprehensive reference work features key research and concepts on topics related to information functionality, information modeling, information overload, information retrieval, innovation management, organizational architecture, informed governance, and relevant applications across industries.

Enterprise Development in SMEs and Entrepreneurial Firms: Dynamic Processes - Ndubisi, Nelson Oly 2013-02-28

In order to increase the economic opportunities available, enterprise development plays a crucial role in the progression of socio-economic development for small and medium enterprises. Enterprise Development in SMEs and Entrepreneurial Firms: Dynamic Processes explores the process of enterprise development and its reconstruction of entrepreneurial identities, critical competencies as well as market turnaround for SMEs. This book aims to be a critical resource in the understanding of enterprise strategies adopted and lessons learned for management development. It is a successful resource for students, researchers and professionals interested in the growth SMEs.

Sustainability and Intelligent Management - Carolina Machado 2022-05-03

This book presents contributions of intelligent management theories and models for a more effective management of sustainable business practices in competitive, profitable and socially responsible organizations. It communicates the latest developments and thinking on the sustainability and intelligent management subjects worldwide, increasing the knowledge and effectiveness of all those involved in these areas whether in the profit or non-profit sectors or in the public or private sectors.

Research Anthology on Human Resource Practices for the Modern Workforce - Management Association, Information Resources 2021-12-30

Human resource departments have been a crucial part of business practices for decades and particularly in modern times as professionals deal with multigenerational workers, diversity initiatives, and global health and economic crises. There is a necessity for human resource departments to change as well to adapt to new societal perspectives, technology, and business practices. It is

important for human resource managers to keep up to date with all emerging human resource practices in order to support successful and productive organizations. The Research Anthology on Human Resource Practices for the Modern Workforce presents a dynamic and diverse collection of global practices for human resource departments. This anthology discusses the emerging practices as well as modern technologies and initiatives that affect the way human resources must be conducted. Covering topics such as machine learning, organizational culture, and social entrepreneurship, this book is an excellent resource for human resource employees, managers, CEOs, employees, business students and professors, researchers, and academicians.

Handbook of Research on Challenges for Human Resource Management in the COVID-19 Era - Figueiredo, Paula Cristina Nunes 2022-06-10

The importance of people in organizations has been growing in the organizational environment over the last decades. Digital transformation, artificial intelligence, and sustainability have already reinforced the role of people as a differentiating element for the success and survival of organizations. These phenomena alone are already challenging for people. There is a consensus that the world of work as we knew before the pandemic will not return. Human resource management (HRM) practices must prepare organizations for the future of work. The Handbook of Research on Challenges for Human Resource Management in the COVID-19 Era analyzes state-of-the-art HRM in a digital transformation context and investigates the factors that promote more learning and development dynamics in organizational contexts. It also evaluates the impact of HRM policies on individuals, organizations, and societies. Covering topics such as corporate social responsibility, job satisfaction, and electronic performance monitoring, this major reference work is a crucial resource for leaders from public and private companies, human resource professionals, specialists, students and educators of higher education, researchers, and academicians.

Technological Challenges - Carolina Machado 2022-04-27

This book discusses and exchanges information on principles, strategies, models, techniques, methodologies and applications of technological challenges in a digital era. It helps the reader to develop the skills required in the digital age and to acquire the knowledge and know-how necessary to drive their organizations to success. This book presents contributions that are exceptional in terms of theory and/or practice in the area of human resources management, technological management, digital age, creativity, technological innovation, organizational innovation, business analytics and flexibility.

ECKM 2021 22nd European Conference on Knowledge Management - Dr Alexeis Garcia-Perez 2021-09-02