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this book explores the increased necessity of organizations to encourage human talent in the globalized economy with particular emphasis on the impact in eastern europe featuring contributions presented at the 7th annual griffiths school of management international conference on business and ethics gsmac organized by emanuel university of oradea this book presents in depth analysis of the economic social and religious implications of the transition from low cost of labor to increased human talent in eastern europe and offers multiple theoretical and practical solutions in 2004 klaus schwab president and founder of the world economic forum stated that the old era of capitalism and socialism is being replaced by a new era of talentism the true competitive advantage of organizations and nations is increasingly becoming human talent defined as the ability to have new ideas that have value nations and organizations are exploring ways to reform their education systems and organizational structures in order to train foster and encourage human talent in eastern europe since the fall of communism in 1989 the competitive advantage of the region has been low cost of labor however since the integration within the european union millions of eastern europeans have left their home countries rendering the low wage competitive advantage almost obsolete in addition the migration of able working individuals has left behind mainly children and pensioners placing a disproportionately heavy burden upon public and government services it is within this context that the contents of this book explore the impact of the increased need of high human talent on eastern european countries featuring contributions around topics such as poverty healthcare management cross border cooperation education systems and religious influence on economic development this book will be of interest of scholars researchers students and policy makers interested in the business development and economic growth of eastern europe

measurement in human services means one thing how well the effort serves clients but the data doesn't exist in a vacuum and must be communicated clearly between provider and client provider and management and across systems during the past decade innovative communimetric measures have helped more than 50 000 professionals worldwide in health care justice and business settings deliver findings that enhance communication on all sides now the theory and methods behind this fast paced innovation are available in this informative volume communimetrics presents information in an accessible style and its model of measurement as communication bolsters transparency and ease of interpretation without sacrificing validity or reliability it conveys a deep appreciation for the unique position of service delivery systems at the intersection between science and management and between quality and quantity and shows readers how to create measures that can be used immediately to translate findings into practical action this must have volume offers readers the tools for understanding and applying this cutting edge innovation by providing the theoretical base for communimetrics practical illustrations comparing communimetrics with traditional methods guidelines for designing communimetric measures and evaluating their reliability and validity detailed examples of three widely used communimetric measures the child and adolescent needs and strengths cans the intermed and the entrepreneurial league system assessment as well as detailed explanations for how they are used and why they work applications used in a range of settings including children's services adult mental health services for the aging and business and organizational development communimetrics provides a wealth of real world usesto a wide professional audience including program evaluators quality management professionals enterprise managers teachers of field research methods and professionals involved in measurement and management design it also makes an exceptionally useful text for program evaluation courses

master s thesis from the year 2020 in the subject business economics business management corporate governance grade 1 otto beisheim school of management vallendar kellogg whu executive mba language english abstract despite innovations in management science leaders struggle to adapt their organizations against rapid environmental changes based on the assumption that this struggle results from obsolete management paradigms this work aims to outline a systemic view of organizations and groups as well as approaches to manage and change them this work adopts a fundamental question what dynamics evolve in organizations and groups or teams as a significant part of organizations that increase or decrease management s influence and the organizations or groups ability to induce change this work delivers a systematic approach to equip readers with analytical tools to arrive at their own understanding of a wide range of different organizations or groups this literature based work describes causal and systemic theories to explain human behavior based on an analysis of organizations based on systems theory looking through different lenses provides insights into organizations underlying structures namely the machine game or fallade metaphors formal and informal structures and their interactions have been analyzed in different lifecycle stages immobility and replaceability the construction of a systemic view of groups shows group specific dynamics and behavioral patterns the specialization in groups drives local best practices expected informal behavior and a narrowed perspective of what is essential for the department or organization these local rationalities are critical to leading groups or organizations the explanations of groups and organizations clarify that a hierarchical understanding or an understanding that an organization or even its culture can be rationally planned is misleading organizations continually adjust to changing conditions in their environment but unfortunately not as their executives intend therefore the change of organizations or groups is hypothesis driven experimentation that integrates the change of the change from the beginning systemic interventions are based on observations and do not claim predictability the manager s primary tasks are to develop team reflexivity and autonomous decision making as well as increase variation and promote selections in the group or organization incremental approaches to management group reflection and development and lateral and formal mechanisms of influence must be utilized in combination with a comprehensive organizational analysis

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