

Free read Working identity unconventional strategies for reinventing your career herminia ibarra Copy

Working Identity Working Identity, Updated Edition, With a New Preface Strategies for Successful Career Change The Oxford Handbook of Organizational Identity Identity as a Foundation for Human Resource Development Working Identity The Oxford Handbook of Identities in Organizations The Complete Handbook of Coaching Conceptualising and Measuring Work Identity Changing Female Identities Non-Western Identity Innovating Strategy Processes Exploring Positive Identities and Organizations What's Next? 5 Identities at Work Strategic People Management and Development Mothering and Entrepreneurship: Global perspectives, Identities and Complexities Positive Psychological Science Handbook of Organizational Creativity Constructing Organizational Life Handbook of Research Methods in Careers Perspectives on Contemporary Professional Work Church for Every Context How to Find Fulfilling Work Handbook of Career Studies Handbook of Vocational Psychology Coach and Couch 2nd edition Making Sense of Immigrant Work Integration Entrepreneurial Cognition Understanding Careers Psychological Insights for Understanding COVID-19 and Work Liminality in Organization Studies

assess your current work life and aspirations while taking into account logistical realities such as finances health insurance and family obligations through exercises resources and inspiring stories from successful career changers this supportive and empowering guide will help you find your very best next work life if you re considering a career change this book should be your go to resource for insight strategy and practical advice but even better it serves up the inspiration we all need to do something great thanks to real stories from people who ve discovered their best life keith ferrazzi author of never eat alone and who s got your back the genius of this book is its integration of solid tried and true principles of career change with practical engaging real life stories of people who used them an essential resource for career changers and those who love them margaret benefiel phd author of soul at work and the soul of a leader if you re thinking about changing careers martha mangelsdorf s book is a must read even if you re not thinking about changing careers it s a should read her fascinating stories about successful career changers will make you ask yourself vital questions that are all too easy to ignore bo burlingham editor at large of inc magazine and author of small giants companies that choose to be great instead of big

The Oxford Handbook of Organizational Identity 2016

mapping the organizational identity oi field critical perspectives on oi integrative models of oi how individuals relate to oi sources and processes of oi oi and the environment implications of oi

Identity as a Foundation for Human Resource Development 2017-08-25

human resource development hrd involves the design delivery and evaluation of learning and or training interventions within organisations to improve the work performance of individuals and groups this edited collection will demonstrate the potential of identity theorising for problematizing and reconceptualising hrd activities identity will thus be established as a foundation for enhancing hrd policy and practice while identity has emerged as a key focus for theoretical debate and for empirical research within management and organisational studies the potential of identity as a new paradigm for understanding learning and for examining hrd more broadly is still emergent that identity has such potential can be seen in the increasing recognition that training and development for many contemporary occupations represents nothing less than a project of the self identity as a foundation for human resource development will complete a gap in the market providing sound single source theoretical foundations from the latest trends in identity theorising now a key area of organisation studies and apply these to hrd policy and practice the emphasis throughout will be on informing hrd policy and practice research and education the book includes a chapter on resources and techniques for hrd educators in short the book will put identity to work for hrd scholars the intended audiences are human resource development scholars academics students and professionals this exciting new volume will provide a thoughtful theoretical analysis and operational practise for modern hrd

Working Identity 2004-01-05

how successful career changers turn fantasy into reality whether as a daydream or a spoken desire nearly all of us have entertained the notion of reinventing ourselves feeling unfulfilled burned out or just plain unhappy with what we re doing we long to make that leap into the unknown but we also hold on white knuckled to the years of time and effort we ve invested in our current profession in this powerful book herminia

ibarra presents a new model for career reinvention that flies in the face of everything we've learned from career experts while common wisdom holds that we must first know what we want to do before we can act ibarra argues that this advice is backward knowing she says is the result of doing and experimenting career transition is not a straight path toward some predetermined identity but a crooked journey along which we try on a host of possible selves we might become based on her in depth research on professionals and managers in transition ibarra outlines an active process of career reinvention that leverages three ways of working identity experimenting with new professional activities interacting in new networks of people and making sense of what is happening to us in light of emerging possibilities through engrossing stories from a literature professor turned stockbroker to an investment banker turned novelist ibarra reveals a set of guidelines that all successful reinventions share she explores specific ways that hopeful career changers of any background can explore possible selves craft and execute identity experiments create small wins that keep momentum going survive the rocky period between career identities connect with role models and mentors who can ease the transition make time for reflection without missing out on windows of opportunity decide when to abandon the old path in order to follow the new arrange new events into a coherent story of who we are becoming a call to the dreamer in each of us working identity explores the process for crafting a more fulfilling future where we end up may surprise us

The Oxford Handbook of Identities in Organizations 2020-01-09

conceived as the meanings that individuals attach to their selves a substantial stockpile of theory related to identities accumulated across the arts social sciences and humanities over many decades continues to nourish contemporary research on self identities in organizations in times which are more reflexive narcissistic and fluid the identities of participants in organizations are increasingly less fixed and less certain making identity issues both more salient and more interesting particular attention has been given to processes of identity construction often styled identity work research has focused on how why and when such processes occur and their implications for organizing and individual group and organizational outcomes this has resulted in a burgeoning stream of research from discursive dramaturgical symbolic socio cognitive and psychodynamic perspectives that most often casts individuals efforts to fabricate identities as intentional relational and consequential seemingly intractable debates centred on the nature of identities their relative stability or fluidity whether they are best regarded as coherent or fractured positive or not and how they are fabricated within relations of power combined with other conceptual issues continue to invigorate the field however these debates have also led to some scepticism regarding the future potential of identities research yet as the chapters in this handbook demonstrate there are considerable grounds for optimism that identity as root metaphor nexus concept and means to bridge levels of analysis has significant potential to generate multiple compelling streams of theorizing in organization and management studies

The Complete Handbook of Coaching 2010

this comprehensive guide to coaching explores a full variety of coaching theories approaches and settings and offers strategies for the reader to identify and develop a personal style of coaching written by leading international authors each chapter makes explicit links between theory and practice and generic questions will facilitate further reflection on the topic there are also suggestions for reading and short case studies this is the first book to explore the differences between the theoretical perspectives of coaching and the links between these perspectives in relation to contexts genres and media of coaching

Conceptualising and Measuring Work Identity

2014-10-08

this book provides a systematic overview on issues and challenges related to work identity and identification at work in the new south african workplace it shares results and measures of a work identity research project that was conducted in a variety of modern south african workplaces it looks at the concept of work identity in the light of a keen and growing interest in why people are becoming attached to involved in engaged with or committed to their work still a relatively unexplored concept built on the foundations of different identity theory streams the concept of work identity provides a fundamental reconsideration of explaining engaging behaviours at work against the backdrop of a changing political and economic landscape and the impact these radical changes had on the south african workplace the main research question of the project was the south african employees question who am i at work in search of the answer to that question the book explores the impact of south african employees life spheres and life roles on their choice of work related identification foci it further explores how identity work tactics and strategies are being used to develop and define their own work identities resulting in the conceptualisation and development of a work based identity measure

Changing Female Identities 2011-10-27

changing female identities explores the influence of parental figures the role models that women adopt the diverse feelings that arise as a result of family mandates and the emotions that arise from cooperation or competition among siblings

Non-Western Identity 2022-02-02

identity is a construct strongly rooted and still predominantly studied in western or weird western educated industrialized rich and democratic contexts e g north american and western european only recently has there been more of a conscious effort to study identity in non western or non weird contexts this edited volume investigates identity from primarily a non western perspective by studying non western contexts and non western minority or immigrant groups living in western contexts the contributions a examine different aspects of identity e g personal identity social identity online identity as either independent or interrelated constructs b consider the associations of these constructs with aspects of intergroup relations acculturative processes and or psychological well being c document the advancement in research on identity in underrepresented groups contexts and regions such as africa asia eastern europe the middle east and south america and d evaluate different approaches to the study of identity and the implications thereof this book is intended for cultural or cross cultural academics practitioners educators social workers postgraduate students undergraduate students and scholars interested in studying identity it provides insight into how identity in non western groups and contexts may both be informed by and may inform western theoretical perspectives

Identity in the 21st Century 2022-03-27

identity in the 21st century explores the challenges of identity in a world of rapid change and digital technology it examines how identity is being redefined and how individuals are navigating these changes the book explores the impact of social media and digital technology on identity and how individuals are using these tools to create and maintain their identity it also examines the impact of globalization and migration on identity and how individuals are navigating these changes the book is intended for students and scholars interested in identity and the challenges of the 21st century

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Innovating Strategy Processes 2009-02-09

innovating strategy process presents a series of reflective essays by established and emerging scholars on the subject of innovation considering it both as an outcome of strategy and as a process in itself contains new ideas and rich case descriptions that will trigger creative thinking about how to design a more innovative strategy process offers new conceptual frameworks for analyzing and designing strategy process addresses cutting edge topics such as play as the means and art as the impetus for strategy making the role of emotion in new venture decision making and science and entrepreneurship as a source of innovative strategies signals the future direction of the field

..... 2012-07-31

..... 2025 15 10 200 hotspots glow ted.....

Exploring Positive Identities and Organizations 2009-05-28

in the new world of work and organizations creating and maintaining a positive identity is consequential and challenging for individuals for groups and for organizations new challenges for positive identity construction and maintenance require new theory this edited volume uncovers new topics and new theoretical approaches to identity through the specific focus on positive identities of individuals groups organizations and communities this volume aims to forge new ground in identity research and organizations through a compilation of new frame breaking chapters on positive identity written by leading identity scholars in chapters that build theoretical and empirical bridges between identity and growth authenticity relationships hope sustainability leadership resilience cooperation and community reputation and other important variables the authors jumpstart an exciting domain of research on new ways that work organizations are sites of and contributors to identities that are beneficial or valuable to individuals or collectives this volume invites readers to consider when and how does applying a positive lens to the construct of identity generate new insights for organizational researchers a unique feature of this volume is that it brings together explorations of identity from multiple levels of analysis individual dyadic group organization and community commentary chapters integrate the chapters within each level of analysis illuminate core themes and unearth new questions the volume is designed to accomplish three objectives to establish positive identities and organizations as an interdisciplinary multi level domain of inquiry to integrate a focus on positive identity with existing theory and research on identity and organizations to map out a vibrant new research territory in organizational studies this volume will appeal to an international community of scholars in management psychology and

sociology as well as practitioners who seek to generate positive identity related dynamics states and outcomes in work organizations

2021-10-29

What's Next? 2011-10-12

studies the steps taken by a group of professionals from the boomer generation as they move from a linear career path into an uncharted stage somewhere between middle age and old age a continued professional life and traditional retirement what is next for those professionals who do not want to take a back seat at retirement age

2023-06-23

2023-06-10

2016-10-21

Identities at Work 2007-05-16

this book examines continuity and change of identity formation processes at work under conditions of modern working processes and labor market flexibility by bringing together perspectives from sociology psychology organizational management and vocational education and training it connects the debates of skills formation human resources development and careers with individual s work commitment and professional orientations

Strategic People Management and Development 2022-12-03

strategic people management and development maps to the cipd level 7 module people management and development strategies for performance it focuses on the need for evidence based and outcome driven practice in the people profession and explains how hr and learning and development l d professionals can create value and drive performance in an organisation it provides a thorough grounding in the theory

and practice of how to lead and manage employees and effectively develop a workforce as well as extensive coverage of how to ensure professionalism and ethical behaviour in the people function this book also includes discussion of organisation development and how high performance work practices drive positive organisational and employee outcomes this book also includes practical advice on key hr activities including recruitment job design and reward fully updated throughout this book includes case studies to help students see how the theory applies in practice reflective practice activities to help them think critically about the content and self test their learning progress as well as explore further boxes to encourage wider reading online resources include an instructor s manual lecture slides and sample essay questions

Mothering and Entrepreneurship: Global perspectives, Identities and Complexities **2020-10-20**

this book examines the complexities of mothers who are entrepreneurs in different parts of the world this uniqueness and contribution to the area of women s entrepreneurship presents many challenges one must historicize context focus on socio political realms and on lived realities all challenging endeavours when focusing on mothering and entrepreneurship in different global contexts what of the workers in these contexts more specifically what of female workers within these contexts how have women negotiated gendered roles within old and new structures what complexities have preconfigured the diverse realities and positionalities of maternal workers how have these intricacies shifted the boundaries of work family interface this book focuses on a specific subset of work and the economy for mothers who are entrepreneurs in different parts of the world in this edited collection we examine how mothers are negotiating their entrepreneurial endeavors within the contexts of local and global economic shifts we explore how the socio cultural economic and national contexts that re structure and re frame multiple nodes of power difference and realities for mothers as workers across diverse contexts this type of contextual analysis allows for new lines of inquiry and questions that move beyond the descriptive profiling and gendered assessment of women entrepreneurs lastly the mother entrepreneur worker life balance frames our discussion we particularly set the work family discourse within many points of contentions related to how the researchers have conceptualized work life interface the specific assumptions embedded within these investigations and the implications of these for how we re present the dynamics related to mothering and entrepreneurship the participation of mothers within entrepreneurial space offers a rich site for analyzing the contextual nature of maternal identity work life relationships and entrepreneurial identities in so doing

Positive Psychological Science 2020-04-27

positive psychological science has experienced extraordinary growth over the past two decades research in this area is revealing new strategies and interventions for improving everyday life health and well being work education and societies across the globe contributions from luminaries in the field provide excellent reviews of the selected topics summarizing empirical evidence describing measurement tools and offering recommendations for improving many aspects of our lives comprehensively updated this second edition not only incorporates the more recent empirical findings three new chapters on relationships and love the importance of purpose and the stimulation of education practice have been added focused on peer reviewed and theory driven psychological science this book uniquely establishes a bridge between the intellectual movement for positive psychology and how it works in the real world this collection of chapters will inspire the reader to creatively find new opportunities to better the human condition whether these are in our lives schools health care settings

or workplaces this book will be of interest to all psychologists and social scientists applied researchers program designers and evaluators educators leaders students and anyone interested in applying the science of positive psychology to improve everyday life and or to promote social betterment and justice locally and globally

Handbook of Organizational Creativity 2023-06-22

handbook of organizational creativity leadership interventions and macro level issues second edition covers creativity from many perspectives in two unique volumes including artificial intelligence work creativity within specific applied domains e g engineering science therapy and coverage of leadership the book includes individual team and organizational level factors and includes organizational interventions to facilitate creativity such as training chapters focus on creative abilities and creative problem solving processes along with individual differences such as motivation affect and personality new chapters include the neuroscience of creativity creativity and meaning morality ethicality and creativity and creative self beliefs sections on group level phenomena examine team cognition team social processes team diversity social networks and multi team systems and creativity final coverages includes different types and approaches to leadership such as transformational leadership ambidextrous leadership leader follower relations and more focuses on the key need to increase creativity and innovation in organizations identifies factors influencing organizational creativity in specific subject domains discusses effects of rewards training and performance management on creativity contains new coverage of virtual teams creative meetings and multiteam systems presents interventions to improve organizational creativity explores use of ai technology and design thinking for organizational creativity this expanded second edition is divided into two volumes for further information on individual and group level influences visit shop elsevier com books handbook of organizational creativity reiter palmon 978 0 323 91840 4

Constructing Organizational Life 2019-07-02

across the social sciences scholars are increasingly showing how people work to construct organizational life including the rules and routines that shape and enable organizational activity the identities of people who occupy organizations and the societal norms and assumptions that provide the context for organizational action the idea of work emphasizes the ways in which people and groups engage in purposeful reflexive efforts rooted in an awareness of organizational life as constructed in human interaction and changeable through human effort studies of these efforts have identified new forms of work including emotion work identity work boundary work strategy work institutional work and a host of others missing in these conversations however is a recognition that these forms of work are all part of a broader phenomenon driven by historical shifts that began with modernity and dramatically accelerated through the twentieth century this book introduces the social symbolic work perspective which addresses this broader phenomenon the social symbolic work perspective integrates diverse streams of research to examine how people purposefully and reflexively work to construct organizational life including the identities technologies boundaries and strategies that constitute their organizations in this book the authors define social symbolic work and introduce three forms self work organization work and institutional work social symbolic work highlights people s efforts to construct the social world and focuses attention on the motivations practices resources and effects of those efforts this book explores eight distinct streams of social symbolic work research drawing on a broad range of examples from the worlds of business politics sports social movements and many others it provides researchers students and practitioners with an integrative theoretical framework useful in understanding social symbolic work a survey of the main forms of social symbolic work a rich set of theoretical opportunities to inspire new studies and practical methodological guidance for empirical research on social symbolic work

Handbook of Research Methods in Careers

2021-06-25

this handbook of research methods in careers serves as a comprehensive guide to the methodologies that researchers use in career scholarship presenting detailed overviews of methodologies contributors offer numerous actionable best practices realistic previews and cautionary tales based on their vast collective experience of research in the discipline

Perspectives on Contemporary Professional Work

2016-01-29

how is the world of professions and professional work changing this book offers both an overview of current debates surrounding the nature of professional work and the implications for change brought about by the managerialist agenda the relationships professionals have with their organizations are variable indeterminate and uncertain and there is still debate over the ways in which these should be characterized and theorized the contributors discuss these implications with topics including hybrid organizations and hybrid professionalism the changing nature of professional and managerial work profession and identity and the emergence of hrm as a new managerial profession this book will be of interest to academics and postgraduate students seeking a comparative study on contemporary professional work it will also be of use to a number of practitioners namely human resource managers looking for ways in which to approach the changing professional world

Church for Every Context 2014-04-15

the first comprehensive textbook on the theology and methodology of fresh expressions one of the most important developments within the contemporary church

How to Find Fulfilling Work 2013-04-23

the school of life is dedicated to exploring life s big questions in highly portable paperbacks featuring french flaps and deckle edges that the new york times calls damnably cute we don t have all the answers but we will direct you towards a variety of useful ideas that are guaranteed to stimulate provoke and console a practical and inspirational guide to examining your career and deciding whether it truly makes you happy this book will show you the steps it takes to find a job that truly makes you thrive the desire for fulfilling work is one of the great aspirations of our age this book reveals explores the competing claims we face for money status and meaning in our lives drawing on wisdom from a variety of disciplines cultural thinker roman krznaric sets out a practical guide to negotiating the labyrinth of choices overcoming fear of change and finding a career in which you thrive overturning a century of traditional thought about career change krznaric reveals just what it takes to find life enhancing work

Handbook of Career Studies 2007-08-08

the handbook of career studies brings together for the first time in a single work a comprehensive scholarly treatment of the major topics within the growing field of career studies drawing on the expertise of leading international scholars in each area of career studies editors hugh gunz and maury peiperl have assembled a consummate set of writings defining the field with a breadth of coverage and integration of topics not found elsewhere from a view of the history of the field and a map of its elements to a set of essays about the future of careers and work this volume provides the most

2023-06-09

10/14

rajan saxena 4th edition
marketing management

complete reference available on the role of work careers in individual lives institutions and industries key features offers a comprehensive history and structure of the field building on previous work done in the discipline the editors and contributors take a fresh look at the origins and current structure of career studies presents the most complete review of research available an unparalleled set of prominent global contributors describes the state of work in their areas of expertise as well as offering a glimpse at future trends extends subject area knowledge to other disciplines by linking career studies to a wider set of disciplines through critical essays this volume thoroughly explores future directions for career research policy and practice includes an endorsement and critical comments on the state of the field edgar h schein widely acknowledged as a seminal contributor to the modern field of career studies provides a foreword and a critical afterword intended audience this handbook is an invaluable reference work for students academics and researchers in the areas of careers industrial and organizational psychology social psychology counseling sociology and organization studies as well as for human resource practitioners interested in the state of knowledge of the field

Handbook of Vocational Psychology 2013-06-03

handbook of vocational psychology identifies reports and evaluates significant developments in vocational psychology and career counseling and in doing so provides both professional clinicians and students with an informed understanding of both the current state and continuing progress in the field as in previous editions the fourth edition links theory and research with the more applied aspects of this field four sections cover in order the field s history theory research and practical applications clinicians students and academics at all levels of experience will find that the handbook of vocational psychology 4th ed paints an accurate picture of the realities of work and serves as a practical reference work for anyone interested in keeping up to date with the latest research and trends in vocational psychology

Coach and Couch 2nd edition 2015-11-03

professor manfred kets de vries and his colleagues have helped thousands of executives to increase their effectiveness in dealing with colleagues and clients and to refocus their own professional and personal aspirations this book is a volume of essays on leadership development topics written by academics coaches and change consultants it explores how extraordinary leaders and thriving organizations are created by sharing research methodologies and insights and by describing intervention and change techniques drawing upon substantial research this book presents the essential leadership models and equips practitioners with tools for developing executive coaches and working with business leaders this second edition includes new chapters on executive stress and coaching across the gender divide

Making Sense of Immigrant Work Integration 2022

this open access book explores the wicked problem of immigrant work integration with specific examples from canada bringing together a variety of disciplinary perspectives it discusses immigrant work integration as a process of sensemaking involving multiple actors immigrants organizations communities and governments and multiple scales individual interactional organizational and institutional the authors identify key players issues practices of support and avenues for future research this work contributes to enhancing the social impact of academic research by providing a comprehensive overview of the field of immigrant work integration for researchers in global mobility and organizational studies as well as practitioners luciana nardon is professor of international business at the sprott school of business at carleton university canada her research explores cultural and cognitive influences on work in multicultural environments she has published books and academic articles on topics related to

migration and cross cultural management amrita hari is associate professor in the feminist institute of social transformation at carleton university canada her research interests lie within global migrations transnationalism diaspora and citizenship she has published her research in various academic journals on migration and gender

Entrepreneurial Cognition 2018-01-31

this open access book investigates the inter relationship between the mind and a potential opportunity to explore the psychology of entrepreneurship building on recent research this book offers a broad scope investigation of the different aspects of what goes on in the mind of the potential entrepreneur as he or she considers the pursuit of a potential opportunity the creation of a new organization and or the selection of an entrepreneurial career this book focuses on individuals as the level of analysis and explores the impact of the organization and the environment only inasmuch as they impact the individual s cognitions readers will learn why some individuals and managers are able to identify and successfully act upon opportunities in uncertain environments while others are not this book applies a cognitive lens to understand individuals knowledge motivation attention identity and emotions in the entrepreneurial process

Understanding Careers 2014-11-10

in the hotly anticipated second edition of understanding careers kerr inkson has teamed up with nicky dries and john arnold to take readers on a fascinating journey through the field of career studies interdisciplinary the text brings together and critiques a range of perspectives allowing for a broader and more holistic understanding of the field theory and practice comprehensive coverage of all the key theories and cutting edge research is related to the real world through over 50 cases studies a new careers in practice section contains chapters devoted to self development career counselling and organizational practices international perspective contains examples cases research references and statistics from a range of countries use of metaphor the text is structured around commonly used metaphors for careers helping students relate to the ideas presented and providing a framework for analysis and comparison ideal reading for students considering their own career and personal development as well as those studying career development career guidance or human resource management within a psychology education counselling or business degree

Psychological Insights for Understanding COVID-19 and Work 2020-12-13

in the psychological insights for understanding covid 19 series international experts introduce important themes in psychological science that engage with people s unprecedented experience of the pandemic drawing together chapters as they originally appeared before covid 19 descended on the world this timely and accessible book brings together a selection of chapters offering insights into issues surrounding work and the covid 19 pandemic featuring content on topics such as health and wellbeing work family flexible hours organisational communication talent management recovery from work employee engagement and flourishing burnout and organisational interventions the book includes a specially written introduction contextualising the chapters in relation to the covid 19 crisis reflecting on how psychological research is relevant during a significant global event the introduction examines the potential future impact of the pandemic on the practice and study of psychology and our lives more generally featuring theory and research on key topics germane to the global pandemic the psychological insights for understanding covid 19 series offers thought provoking reading for professionals students academics and policy makers concerned with the psychological consequences of covid 19 for individuals families and society

Liminality in Organization Studies 2019-07-03

in a time of flexible and mutable work arrangements there is hardly a domain of organizing that has not been affected by liminality temporary workers who switch companies based on projects consultants who operate at the boundaries between the consultant and the client companies or hybrid entrepreneurs who start new ventures while still keeping their previous job are examples of liminality in organizations liminality is also felt by managers who handle interorganizational relationships within customer supplier networks or scientists who albeit affiliated with r d units have strong ties with their scientific communities acknowledging that they belong to neither setting thoroughly precious hints for enriching our comprehension of liminality in organizational settings can be conveyed by the reflection that has flourished in different fields this book advances knowledge of liminality management by elaborating on a model that puts together aspects of the liminal process that have been mostly described in a separate way so far benefiting from the input provided by experience in sociology medicine and education through the articulation of a model that accounts for the antecedents content and consequences of liminality in organizations the book intends to prompt quantitative research on this topic it will be of value to those interested in organizational behavior organization and management marketing sociology of work and sociology of organizations

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