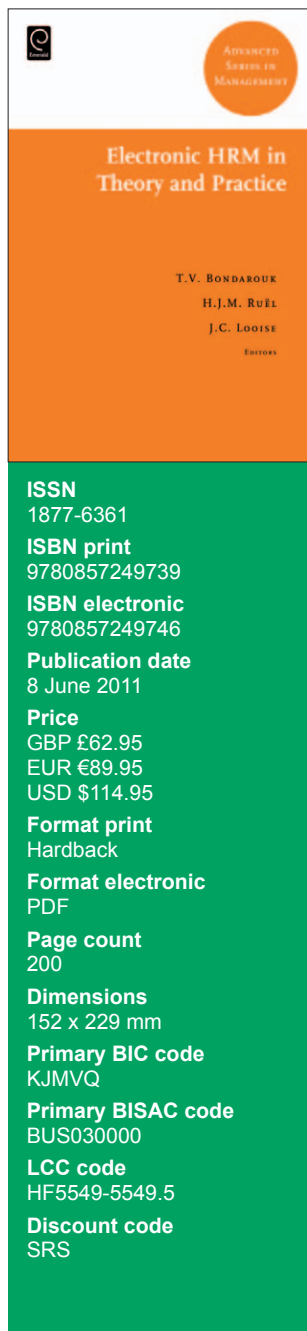




Management Science/Management Studies Books

Spring/Summer

2012



Electronic HRM in Theory and Practice

Advanced Series in Management

Editors

T. Bondarouk, University of Twente, The Netherlands

H. Ruël, University of Twente, The Netherlands

J.C. Looise, University of Twente, The Netherlands

Synopsis

Organizations have increasingly been introducing web-based applications for HRM purposes, and these are frequently labelled as electronic Human Resource Management (e-HRM). Much is expected of e-HRM in terms of improving the quality of HRM, increasing its contribution to company performance and freeing staff from administrative loads. The editors of this volume have been involved in a series of research projects, academic workshops, and conferences exploring the application of information technologies to various HR practices. Along with the Special Issues of the *International Journal of HRM*, *International Journal of Technology and Human Interactions*, and *International Journal of Training and Development*, this volume is a tangible outcome of three European e-HRM Academic Workshops (2006, 2008, 2010), and two International Workshops on Human Resource Management (2007 and 2008). *Electronic HRM in Theory and Practice* brings a greater focus to the theoretical developments within the field of e-HRM research and clarifies the need to crystallize a theoretical framework for e-HRM research, raises further questions, and supports discussions.

Previous Volumes

ISBN: 9780857240064

Relational Practices, Participative Organizing

ISBN: 9781848558328

Autopoiesis in Organization Theory and Practice

Advances in Business and Management Forecasting

Advances in Business and Management Forecasting Volume 8

Editors

Kenneth D. Lawrence, New Jersey Institute of Technology, USA

Ronald Klimberg, Saint Joseph's University, USA

Synopsis

Advances in Business and Management Forecasting is a blind refereed serial publication published on an annual basis. The objective of this research annual is to present state-of-the-art studies in the application of forecasting methodologies to such areas as sales, marketing, and strategic decision making. (An accurate, robust forecast is critical to effective decision making.) It is the hope and direction of the research annual to become an applications and practitioner-oriented publication. The topics will normally include sales and marketing, forecasting, new product forecasting, judgmentally-based forecasting, the application of surveys to forecasting, forecasting for strategic business decisions, improvements in forecasting accuracy, and sales response models. It is both the hope and direction of the editorial board to stimulate the interest of the practitioners of forecasting to methods and techniques that are relevant.

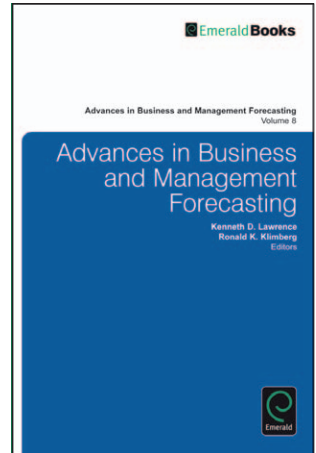
Previous Volumes

Volume 7 ISBN: 9780857242013

Advances in Business and Management Forecasting

Volume 6 ISBN: 9781848555488

Advances in Business and Management Forecasting



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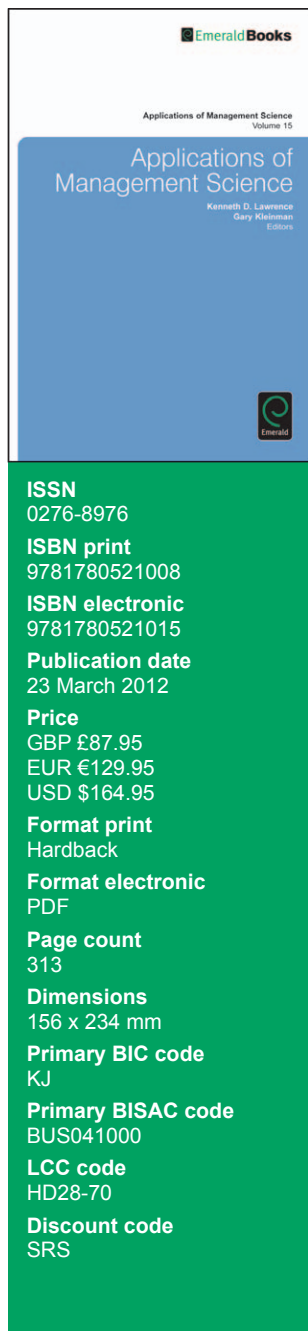
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LCC code

HB3711-3840

Discount code

SRS



Applications of Management Science

Applications of Management Science Volume 15

Editors

Kenneth D. Lawrence, New Jersey Institute of Technology,
NJ, USA

Gary Kleinman, Montclair State University, NJ, USA

Synopsis

Applications of Management Science is a blind refereed series, published annually. It presents state-of-the-art studies in the application of management science to solve significant managerial decision-making problems. Volume 15 examines management science application to data envelopment analysis and efficiency, supply chain and quality applications, and multi-criteria and financial applications. Section A focuses on DEA to team performance, public higher education systems, US airlines and Indian commercial banks. Section B focuses on cooperative public service advertising, supply chain strategies, optimal management of reverse supply chain and optimal response to multi-response models. Section C explores multi-criteria measures of public and private enterprises, two-dimensional warranty policy decision making, and creating teams. Section D focuses on financial applications, direct foreign investments, conditional values of risk in portfolio models, and asset allocations of mutual funds. This volume will be most valuable to practitioners and researchers interested in productivity analysis, supply chain systems, multi-criteria applications and financial applications.

Previous volumes

Volume 14 ISBN: 9780857244697

Applications in Multi-criteria Decision Making, Data Envelopment Analysis, and Finance

Volume 13 ISBN: 9781848558786

Financial Modeling Applications and Data Envelopment Applications

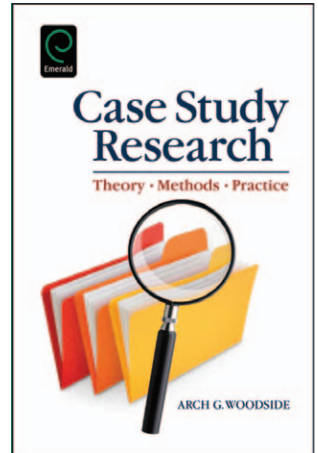
Case Study Research: Theory, Methods, Practice

Editors

Arch G. Woodside, Boston College, MA, USA

Synopsis

Case Study Research: Theory, Methods, Practice looks at the research processes involved in conducting methods including: participant observation; fuzzy set social science; decision systems analysis; forced metaphor elicitation technique; ethnographic decision tree modeling; mapping strategic thinking; the historical method; storytelling research; and, conversational analysis. Example case studies are both international and interdisciplinary and as varied as golf tourism, and household gardeners buying and using seeds plants, to an Austrian corporate business-to-business brand, and a multinational electronics firm with headquarters in New York City. This book reviews and applies the best classic and contemporary contributions to literature on case study methods from several disciplines, providing strong rationales for adopting case study research methods alone or in mixed-methods. It addresses the principal criticisms of case study research as well as offering new definitions and applications of theories and techniques and proposing advances in the field. The diverse coverage found in this title not only features well-known theories and practices but is not afraid to examine valuable but little-used case data analysis techniques such as degrees of freedom analysis. It offers a depth of explication and demonstration of techniques and theories not found in other publications.



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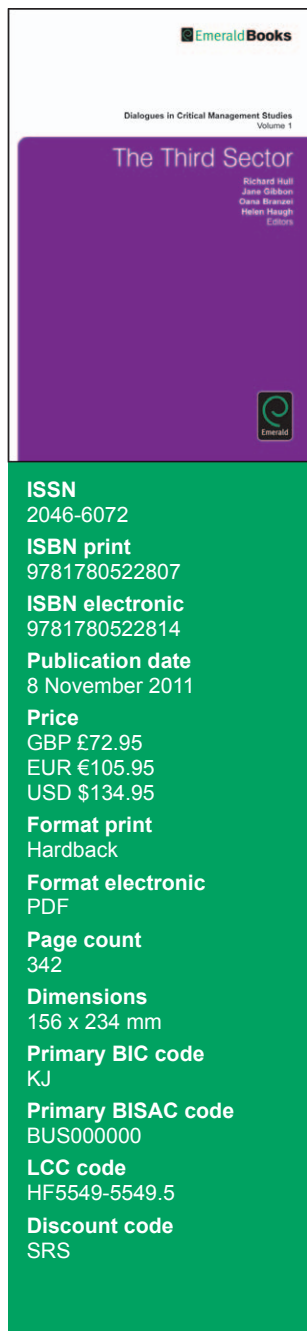
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The Third Sector

Dialogues in Critical Management Studies Volume 1

Editors

Richard Hull, University of Newcastle, UK

Jane Gibbon, University of Newcastle, UK

Oana Branzei, University of Western Ontario, Canada

Dr Helen Haugh, University of Cambridge, UK

Synopsis

The Third Sector is of increasing economic and political interest but has been relatively ignored by Critical Management Studies. The Sector includes charities and a range of organizations such as non-governmental, nonprofit, voluntary and community, but also those trading for a surplus but with prominent social commitments, such as housing associations, credit unions, worker or consumer co-operatives and social enterprises. This book presents cutting-edge international research from a variety of critical perspectives. The chapters include case studies from Japan, South Africa, Canada, Denmark, France, Wales and England, as well as a number of theoretically-based explorations of key issues in the analysis of the Third Sector. The chapters have been developed from presentations and lively discussion at the Critical Management Studies Workshop, Montreal, August 2010. DCMS is an innovative series applying Critical Management Studies to tightly specified topics. Each chapter is followed by a 1,000 word Commentary from a fellow contributor to the volume, and each volume is the product of a collaborative and developmental workshop.

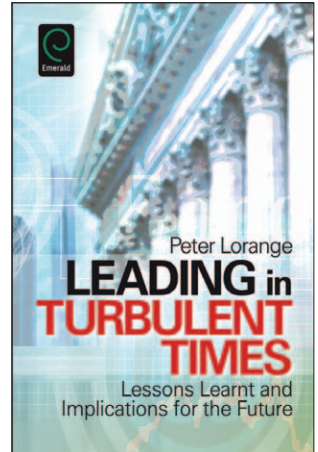
Leading in Turbulent Times: Lessons Learnt and Implications for the Future

Author

Peter Lorange, President of the Graduate School of Business Administration (GSBA), Zurich, Switzerland

Synopsis

Where better to learn about leadership in turbulent times than from someone who has been at the coalface for several decades, through good times and bad? For much of his business life, Peter Lorange has had three careers running in parallel – as a business academic leading some of the most important business schools in the world, as the head of a shipping company and as a Board member for several multinational companies. As a result, he has seen leadership from all angles, inside and out. In this book, Peter shares what he has learnt about leadership during turbulent times and, in particular, the key insights that emerged from some of the most challenging moments in his career. Drawing on his own experiences and those of other CEOs interviewed especially for this book, Peter identifies the four leadership characteristics essential in turbulent times, and the three leadership tasks that are critical to an organization under stress. He identifies the type of organization that leaders must create in order to meet the challenges they face today, and explores what it means to be the person sitting where the buck stops. Peter describes how he is bucking the trend and reinventing the business school model at a time when many organizations are keeping their heads down and hoping for the global situation to improve. How many other business writers can say they are truly “walking the talk”?



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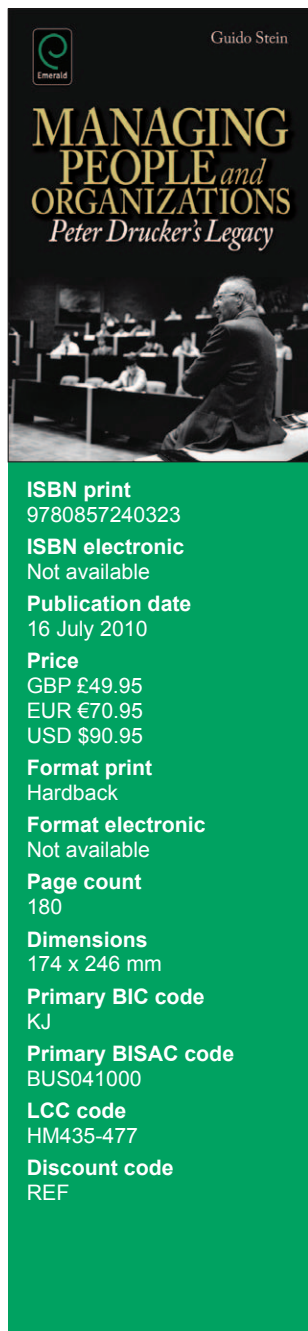
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Discount code

REF



Managing People and Organizations: Peter Drucker's Legacy

Author

Guido Stein, University of Navarra, Pamplona, Spain

Synopsis

Drucker was timely and inopportune at the same time. It is clear that from his extensive, solid and continual formation there has been born a singular, and at the same time multi-faceted, philosophy, which is deliberately difficult to summarize. Drucker was one of the first, if not the first, to discover the imminence of this far-reaching change. Precisely because he is not a specialist, he was able to perceive details and nuances that had been missed by the great gurus of management. This is why Drucker is considered to be the forerunner of modern management, as well as other concepts. This book shows the lesser-known side of Peter Drucker as far as his views on his own ideas are concerned. Drucker is most commonly thought of as a management theoretician; undoubtedly this is the most well known dimension of his work. What could be considered new and useful is that Drucker's aim was to write about man in his (man's own) social context. Drucker poured and concentrated his knowledge on man and organizations, drawing from what he learned from his European background and after expanded and practically tested in his American years.

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REF

Being There Even When You are Not: Leading Through Strategy, Structures, and Systems

Monographs in Leadership and Management Volume 4

Editors

Robert Hooijberg, IMD, Lausanne, Switzerland

J.G. Hunt, Rawls College of Business Administration, Lubbox, TX, USA

John Antonakis, University of Lausanne, Switzerland

Kimberly B. Boal, Rawls College of Business Administration, Lubbox, TX, USA

Nancy Lane, IMD, Lausanne, Switzerland

Synopsis

Whereas most of the leadership literature has focused on direct, interpersonal leadership, few researchers have examined indirect leadership or the leadership of organizations. Of course, direct, personal leadership plays an important role at all levels of the organization. However, we focus here on how leaders use strategy, structures, and systems to create the conditions that stimulate others to meaningfully contribute to the overarching goals of the organization. We therefore explore the role of the strategic leader as an architect. In this role as strategic architect, we examine how top-level leaders create organizations wherein leadership is developed, knowledge is created and disseminated, meaning is shaped and shared, and where the vision cascades to all corners of the organization. We also explore the darker side of leader discretion to show the deleterious consequences of leader power. Finally, we examine the complex nature of organizations and the roles of leaders in adapting the organization to the environment in which it operates.

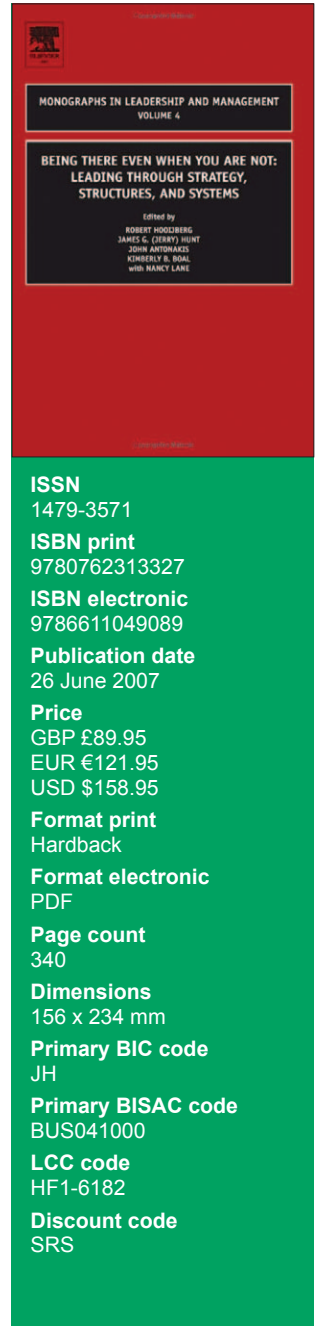
Previous Volumes

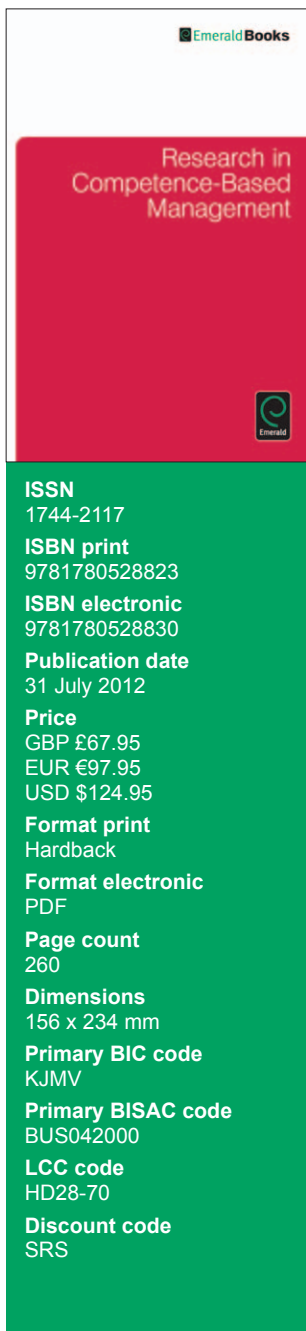
Volume 3 ISBN: 9780762312375

Authentic Leadership Theory and Practice: Origins, Effects and Development

Volume 2 ISBN: 9780762309627

Transformational and Charismatic Leadership: The Road Ahead





A Focused Issue on Competence Perspectives on New Industry Dynamics

Research in Competence-Based Management Volume 6

Editors

Prof. Ron Sanchez, Copenhagen Business School, Frederiksberg, Denmark

Aimeé Henee, University of Gent, Belgium

Synopsis

This volume focuses on *Competence Perspectives on New Industry Dynamics*. Research in Competence-Based Management (RCBM) is a peer-reviewed title for the publication of papers that extend current competence-based management (CBM) theory, propose new additions to CBM theory, suggest new directions for CBM theory development, and/or apply CBM theory in research on management issues and topics.

Previous volumes

Volume 5 ISBN: 9781849509909

A Focused Issue on Identifying, Building and Linking Competences

Volume 4 ISBN: 9781848552104

Fundamental Issues in Competence Theory Development

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SRS

Statistical Methods for Categorical Data Analysis

2nd Edition

Author

Daniel A Powers, University of Texas at Austin, TX, USA
Yu Xie, Institute for Social Research, Ann Arbor, MI, USA

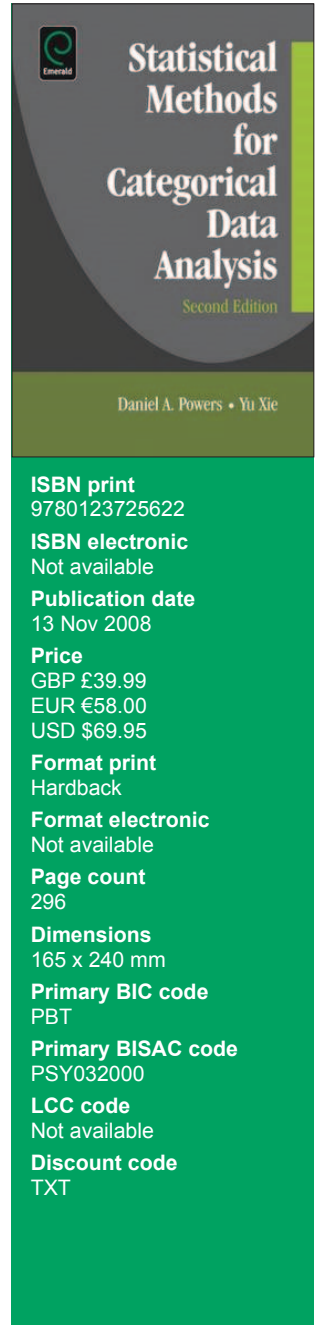
Synopsis

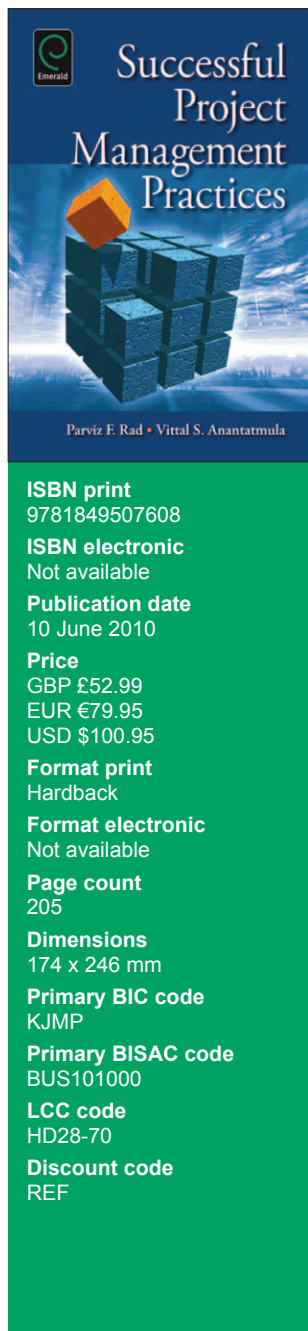
Statistical Methods for Categorical Data Analysis by Daniel A. Powers and Yu Xie provides a comprehensive introduction to methods and models for categorical data analysis and their applications in social science research. An explicit aim of the book is to integrate the transformational and the latent variable approach, two diverse but complementary traditions dealing with the analysis of categorical data. This is the first introductory text to cover models and methods for discrete dependent variables, cross-classifications, and longitudinal data in a rigorous, yet accessible, manner in a single volume. The second edition of this book includes new material on multilevel models for categorical data. Several chapters have undergone extensive revisions and extensions to include new applications and examples. Highlights of the 2nd edition include a detailed discussion of classical and Bayesian estimation techniques for hierarchical/multilevel models, extensive coverage of discrete-time hazard models and Cox regression models, and methods for evaluating and accommodating departures from model assumptions. The accompanying web-site contains programming scripts to replicate each example using various statistical packages, which has proven to be an invaluable resource for instructors, students, and researchers. This book presents the essential methods and models that form the core of contemporary social statistics. The book covers a remarkable range of models that have applications in sociology, demography, psychometrics, econometrics, political science, biostatistics, and other fields. It will be especially useful as a graduate textbook for students in advanced social statistics courses and as a reference book for applied researchers.

Related Titles

1st edition ISBN: 9780125637367

Statistical Methods for Categorical Data Analysis





Successful Project Management Practices

Authors

Parviz F. Rad, Project Management Excellence, LLC, Berkeley Heights, NJ, USA

Vittal S. Anantatmula, Western Carolina University, Cullowhee, USA

Synopsis

Projects are at the core of all management activities because they directly will contribute to the operational and financial success of the organization. Further, projects are of strategic importance; they are integral to strategic plan and its operationalization. Since sophistication in project management will positively impact the operational profit margin, the desire for sophistication, and the motivation for excellence in project management is almost universal. Independent of the source of the underlying noble motivation, the pace at which an organization achieves that desired sophistication will directly depend on how much time, effort, and support, is dedicated to the enhancement of project management processes, procedures, and tools. A high level of project management sophistication can be an exceptionally advantageous credential for the enterprise, because this credential can be used as a competitive edge for advancing one contractor among the other members of the bidder pool. If an organization has reached a high level of project management maturity, the organization should regard that as a reason for extreme pride among competitors. Even in sophisticated organizations, the transition to virtual projects should be after verifying that there is extensive formality in managing projects, because formalization of project management processes is far more important in virtual teams than it is in traditional teams. Proposals are preludes to externally-funded projects, and portfolios are either collections of projects or collections of proposals. This book describes the attributes, procedures, and policies that reflect sophisticated organizations.

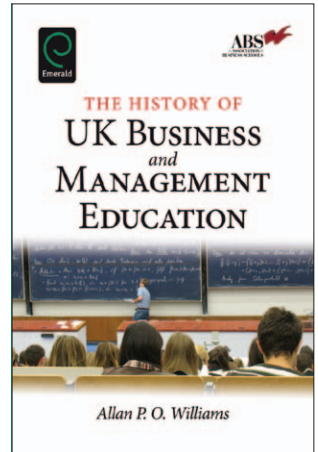
The History of UK Business and Management Education

Author

Allan P.O. Williams, Cass Business School, City University, London, UK

Synopsis

The book provides a historic overview of the development of business and management education in the UK, with a specific focus on the twentieth century. The book not only discusses the growth of institutions in this time, but also the associations that help support them, such as the Chartered Management Institute and the Association of MBAs. There is a very interesting section on the measurement and quality of business schools, with some in-depth examinations of many schools including Henley, Ashridge, London, Cardiff, Warwick and Manchester. The author discusses their history, transformational figures and their performance in the league tables. Overall it provides an excellent overview of the past, present and potential future of UK business education.



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