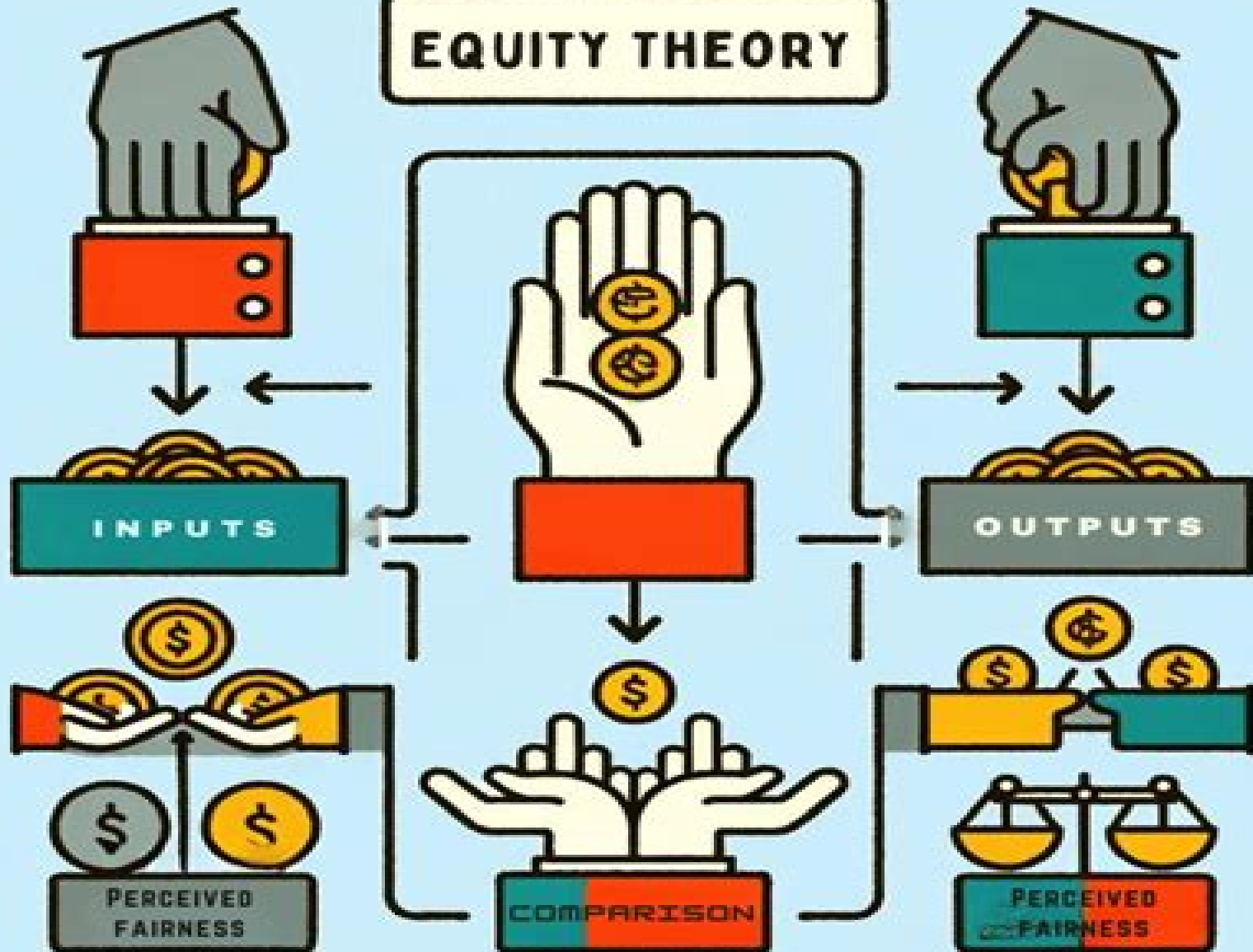


EQUITY THEORY



Equity In Theory And Practice

Neeraj Sehgal



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Organizational Behaviour in a Global Context Albert J. Mills, Jean C. Helm Mills, John Bratton, Carolyn Forshaw, 2006-01-01 At last there is a lucid well written OB book which covers key issues required in OB teaching but which has a mind of its own Students and faculty will recognize this is more than standard fare Bill Cooke Manchester Business School

Equity Issues in Chinese Higher Education Policy Hongzhi Zhang, 2024-06-14 Investigating the highly influential enrolment expansion policy in Chinese higher education this book outlines how educational equity issues were understood and addressed in the formulation and implementation of the policy and its impacts on the socio economic fabric of China in the past decades Drawing on Chinese policy documents and interviews with government and university representatives Zhang examines the education system under the Mao era and the post Mao era and outlines the different approaches to equity that have characterized education in China in the 20th and 21st centuries Stephen Ball's policy cycle is used as a framework to analyse the various contexts text discourse and social practice in which policy is formed Zhang argues that education policy was not simply driven by concerns of equity but also by economic interests and political discourse Zhang further goes on to analyse how education policy was implemented by provincial governments and highlights the tension between central policy and on the ground implementation Bringing analysis of Chinese policy and research to a wider audience this text will interest education policymakers and academics in the field of educational equity and higher education research

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deep understanding of human behavior within organizational contexts The book begins by laying the groundwork with a thorough examination of key organizational behavior theories It covers classic theories like Maslow s hierarchy of needs Herzberg s two factor theory and McGregor s Theory X and Theory Y while also delving into contemporary perspectives such as transformational leadership and positive organizational behavior These theories serve as a solid foundation for readers to comprehend the intricacies of human behavior motivation communication and decision making within organizations What sets this book apart is its emphasis on bridging theory with practice It offers real world case studies practical examples and actionable insights that enable readers to apply organizational behavior concepts in their workplaces From enhancing leadership skills and fostering teamwork to managing diversity and resolving conflicts the book provides a wealth of guidance on effectively navigating the complexities of organizational life Furthermore the book explores cutting edge topics such as the impact of technology on organizational behavior the role of emotional intelligence in leadership and the importance of ethical behavior within organizations It equips readers with the tools and knowledge needed to adapt to the ever evolving landscape of modern work environments **Organizational Behavior Theory and Practice** also addresses the critical issue of organizational culture and its influence on behavior and performance It offers strategies for cultivating a positive and inclusive organizational culture that promotes Training and Development Theory Practice Dr Subrahmanian Muthuraman, *Management Fundamentals* Robert N. Lussier, 2015-11-26 This Seventh Edition of Robert Lussier s bestselling *Management Fundamentals* presents essential management themes through a three pronged approach focused on concepts applications and skill building Through a variety of applications Lussier challenges millennials to think critically and apply concepts to their own experiences Proven skill building exercises behavioral models self assessments and individual and group exercises help students to develop their personal and professional skills Fully updated throughout with 97% new references and over 1 200 new company examples the Seventh Edition features 50% new cases new self assessments and new applications and new coverage of current topics mandated by the AACSB **Armstrong's Handbook of Human Resource Management Practice** Michael Armstrong, Stephen Taylor, 2023-01-03 Armstrong s Handbook of Human Resource Management Practice is the definitive resource for HRM students and professionals helping readers understand and implement HR to align with business needs This book provides detailed coverage of all areas essential to the HR function such as employment law employee relations learning and development performance management and reward management It also covers the HR skills needed to ensure professional success including leadership managing conflict interviewing and using statistics It is illustrated throughout in full colour and has a range of pedagogical features to consolidate learning such as source review boxes key learning points and case studies from international organizations such as IBM HSBC and Johnson and Johnson This fully updated 16th edition includes new chapters on managing remote workers and developments in digital human resource management practices There are also updates to reflect the changes throughout

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Introduction to Management John R. Schermerhorn, 2011. Completely updated and revised this eleventh edition arms managers with the business tools they'll need to succeed. The text presents managerial concepts and theory related to the fundamentals of planning, leading, organising and controlling with a strong emphasis on application. It offers new information on the changing nature of communication through technology. Focus is also placed on ethics to reflect the importance of this topic especially with the current economic situation. This includes all new ethics boxes throughout the chapters. An updated discussion on the numerous legal law changes over the last few years is included as well. Managers will be able to think critically and make sound decisions using this text because the concepts are backed by many applications, exercises and cases.

A Handbook of Human Resource Management Practice Michael Armstrong, 2006. A fully updated and revised tenth edition of this classic best-selling textbook. It remains the primary text for all students studying HRM both undergraduate and postgraduate as well as for students of the Chartered Institute of Personnel and Development (CIPD) diploma. The Handbook also continues to be an essential reference source for all managers concerned with personnel and HRM issues. This new edition of A Handbook of Human Resource Management Practice contains a number of significant additions and revisions including substantial revisions to seventeen chapters and new chapters on Human Capital Management, the Role of the Front Line Manager, HR Strategies, Developing and Implementing HR Strategies and Learning and Development. The new edition also contains updated material based on recent developments in HRM policy and practice and a wide range of surveys and research projects conducted by professional associations and research bodies.

Leadership Robert N. Lussier, Christopher F. Achua, 2022-02-15. Leadership Theory, Application and Skill Development offers an applied introduction to leadership theories and concepts. Bestselling authors Robert N. Lussier and Christopher F. Achua use current real-world examples and step-by-step behavioral models to help prepare readers for a wide range of leadership situations and challenges. The Seventh Edition equips students with the leadership skills they need to thrive in today's business world with 23 new cases profiling a diverse group of leaders as well as new coverage of crisis leadership, servant leadership, social impact and high-performing organizations. This title is accompanied by a complete teaching and learning package.

Management Fundamentals, **Social Equity in a Post-Roe America** Lorenda A. Naylor, Heather Wyatt-Nichol, 2024-04-30. Despite hundreds of federal laws and U.S. Supreme Court decisions prohibiting discrimination based on sex and race, American women and people of color continue to face pervasive individual and structural

discrimination Women often lack equal pay for equal work affordable childcare and paid family medical leave Following the overturning of Roe vs Wade safe legal abortion has become inaccessible in approximately half the country disproportionately impacting poor women Women and people of color are underrepresented in elected offices at the federal and state levels and the voting rights of people of color continue to be eroded Employing a public administration framework Social Equity in a Post Roe America documents the scope and breadth of inequality in the United States linking social equity to sex race and the rule of law This insightful and provocative new book examines U S Supreme Court decisions and federal statutes across four public policy domains that increasingly influence U S democracy and impact the lives of American women These policy domains consist of political representation which includes citizenship and voting rights contraception abortion and employment Social Equity in a Post Roe America offers policy recommendations to increase equitable access and equal opportunity for women and people of color It is required reading for all students of public administration public policy and political science as well as for engaged citizens

The Criminology Theory Reader Stuart Henry, Werner Einstadter, 1998 An anthology of theoretical essays on causes of crime published in the American Society of Criminology's journal Criminology Articles have been edited into concise student friendly readings capturing the essence and diversity of thinking about crime from major theoretical perspectives including classical and rational choice biological and psychological strain subculture social learning neutralization and Marxist and critical theory Also contains cutting edge thinking on feminist theory and on postmodernist constitutive and integrated approaches Includes an overview and section introductions Annotation copyrighted by Book News Inc Portland OR

More Courageous Conversations About Race Glenn E. Singleton, 2013 Since the highly acclaimed Courageous Conversations About Race offered educators a frame work and tools for promoting racial equity many schools have implemented the Courageous Conversations Protocol Now in a book that's rich with anecdote Singleton celebrates the successes outlines the difficulties and provides specific strategies for moving Courageous Conversations from racial equity theory to practice at every level from the classroom to the school superintendent's office Back cover

PAL Driven Organizational Learning: Theory and Practices Kris M. Y. Law, Kong Bieng Chuah, 2015-06-03 Presenting an innovative concept and approach for organization management this book serves to document an organization's journey towards the ultimate goal of learning organization This book also shares the experience on how a OL framework built on established learning theories could be used effectively overcoming many of the barriers in a real industrial setting Utilizing a ready to use tool called Project Action Learning PAL to analyze real life case studies the authors introduce a framework that allows teams of people to work and learn over the course of business projects Equal emphasis is placed on the achievement of pre set project outcomes and the learning objectives of the participants In addition a long term organizational learning strategy is put forward and the necessary supporting infrastructure in the form of four PAL Pillars is described The concepts and development of the PAL driven Organizational Learning model are inspired by and grounded in

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