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das lehrbuch bereitet ba und ma studierende auf die personalpraxis in unternehmen vor schwerpunkt ist einerseits aktuelles kritisch verdichtetes und wissenschaftlich gesichertes wissen andererseits die unmittelbare verzahnung zur praxis der prozess sowie die inhalte und methoden erfolgreicher personalarbeit werden anhand eines rahmenmodells vorgestellt dieser prozess beginnt bei wichtigen themen wie der unternehmensstrategie und marketing bevor auf die klassischen themen wie personaleinsatzplanung personalauswahl entwicklung führung eingegangen wird als meta themen welche sich durch alle elemente und instrumente des human resource managements ziehen werden u a controlling organisationskultur sowie personalrelevante charakteristika der arbeit z b arbeitsanalyse und von mitarbeitern z b stabile personenmerkmale vorgestellt wichtig für die methodenkompetenz von personalern sind die themen mitarbeiterbefragung und statistische grundlagen das lehrbuch erscheint nun in 2 auflage die umfassend korrigiert und verbessert wurde

dieses buch macht karriere der weltbestseller in neuer ausstattung die lektüre der mäusestrategie für manager hat das leben von millionen menschen verändert us erfolgsautor spencer johnson zeigt darin in einfachen und einprägsamen bildern wie man veränderungen im leben erfolgreich begegnet und sie sogar als chance begreift die parabel von den mäusen und ihrer suche nach dem käse lehrt mutig und gelassen auf veränderungen zu reagieren spencer johnsons fabel bringt den leser dazu bedenken und Ängste beiseitezuschieben und sich mit mehr zuversicht und mut an neues zu wagen rolf dobelli

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student friendly engaging and accessible contemporary business 19e equips students with the skills to assess and solve today s global business challenges and succeed in a fast paced environment designed to drive interest in business our newest edition offers a comprehensive approach to the material including a variety of resources to support today s students its modern approach wealth of videos relevant and up to date content and career readiness resources keep your course current and engaging

the world of welfare has changed radically as the poor trade welfare checks for low wage jobs their low earnings qualify them for a hefty check come tax time a combination of the earned income tax credit and other refunds for many working parents this one check is like hitting the lottery offering several months wages as well as the hope of investing in a better future drawing on interviews with 115 families the authors look at how parents plan to use this annual cash windfall to build up savings go back to school and send their kids to college however these dreams of upward mobility are often dashed by the difficulty of trying to get by on meager wages in accessible and engaging prose it s not like i m poor examines the costs and benefits of the new work based safety net suggesting ways to augment its strengths so that more of the working poor can realize the promise of a middle class life

practical solutions for improving higher education opportunities for disadvantaged students too many disadvantaged college students in america do not complete their coursework or receive any college credential while others earn degrees or certificates with little labor market value large numbers of these

students also struggle to pay for college and some incur debts that they have difficulty repaying the authors provide a new review of the causes of these problems and offer promising policy solutions the circumstances affecting disadvantaged students stem both from issues on the individual side such as weak academic preparation and financial pressures and from institutional failures low income students disproportionately attend schools that are underfunded and have weak performance incentives contributing to unsatisfactory outcomes for many students some solutions including better financial aid or academic supports target individual students other solutions such as stronger linkages between coursework and the labor market and more structured paths through the curriculum are aimed at institutional reforms all students and particularly those from disadvantaged backgrounds also need better and varied pathways both to college and directly to the job market beginning in high school we can improve college outcomes but must also acknowledge that we must make hard choices and face difficult tradeoffs in the process while no single policy is guaranteed to greatly improve college and career outcomes implementing a number of evidence based policies and programs together has the potential to improve these outcomes substantially

popular science gives our readers the information and tools to improve their technology and their world the core belief that popular science and our readers share the future is going to be better and science and technology are the driving forces that will help make it better

with the election of a community organizer as president of the united states the time is right to evaluate the current state of community organizing and the effectiveness of acorn association of community organizations for reform now since 2002 acorn has been dramatically expanding and raising its national profile it has also been weathering controversy over its voter registration campaigns and an internal financial scandal the twelve chapters in this volume present the perspectives of insiders like founder wade rathke and leading outside practitioners and academics the result is a thorough detailing of acorn s founding and its changing strategies including vivid accounts and analyses of its campaigns on the living wage voter turnout predatory lending redlining school reform and community redevelopment as well as a critical perspective on acorn s place in the community organizing landscape

published in 1997 the bestselling buffettology was tailored to the conditions of investors in the midst of a long bull market now four years later that market has seen once hot tech stocks crash and investors scramble to move their assets or what remains of them back to the safety of traditional blue chip companies as peaks turn to troughs worried investors wonder if there are any constants in today s volatile market the answer is yes warren buffett s value investing strategies make money and as the new buffettology demonstrates there is no time to acquire like today s bear market the new buffettology is the first guide to warren buffett s strategy for exploiting down stocks a strategy that has made him the world s second richest person designed to teach investors how to decipher and use financial information like buffett himself this one of a kind guide walks readers step by step through the equations and formulas buffett uses to determine what to invest in and just as importantly when authors mary buffett and david clark explore buffett s recent investments in detail proving time and time again that his strategy has earned enormous profits at a time when no one expects them and with almost zero risk to his capital

the last mile helps lay readers not only to understand behavioral science but to apply its lessons to their own organizations last mile problems whether they

work in business government or the nonprofit sector

if you only read one book on the future of work work disrupted opportunity resilience and growth in the accelerated future of work should be that book the future of work swept in sooner than expected accelerated by covid 19 creating an urgent need for new maps new mindsets new strategies and most importantly a trusted guide to take us on this journey that guide is jeff schwartz a founding partner of deloitte consulting s future of work practice schwartz brings clarity humor wisdom and practical advice to the future of work a topic surrounded by misinformation fear and confusion with a fundamental belief in the power of human innovation and creativity schwartz presents the key issues critical choices and potential pitfalls that must be on everyone s radar if you re anxious about robots taking away your job in the future you will take comfort in the realistic perspective fact based insights and practical steps schwartz offers if you re not sure where to even begin to prepare follow his level headed advice and easy to follow action plans if you re a business leader caught between keeping up while also being thoughtful about the next moves you will appreciate the playbook directed at you if you re wondering how covid 19 will change how and where you will work work disrupted has you covered written in a conversational style by schwartz with suzanne riss an award winning journalist and book author work disrupted offers a welcome alternative to books on the topic that lack a broad perspective or dwell on the problems rather than offer solutions timely and insightful the book includes the impact of covid 19 on our present and future work interviews with leading thinkers on the future of work offer additional perspectives and guidance cartoons created for the book by leading business illustrator tom fishburne bring to life the reader s journey and the complex issues surrounding the topic told from the perspective of an economist management advisor and social commentator work disrupted offers hope and practical advice exploring such topics as how we frame what lies ahead is a critical navigational tool discover the signposts that can serve as practical guides for individuals who have families to support mortgages to pay and want to stay gainfully employed no matter what the future holds the importance of recognizing the rapidly evolving opportunities in front of us learn how to build resilience in careers organizations and leaders for what lies ahead why exploring new mental models helps us discover the steps we need to take to thrive individuals can decide how to protect their livelihood while businesses and public institutions can consider how they can lead and support workforces to thrive in twenty first century careers and work jeff s marvelous book is a roadmap for the new world of work with clear signposts his insights will help readers discover opportunities take action and find hope in uncertain times the ideas are fresh beautifully crafted and immediately applicable this is not only a book to be read but savored and used dave ulrich rensis likert professor ross school of business university of michigan partner the rbl group co author reinventing the organization

life magazine is the treasured photographic magazine that chronicled the 20th century it now lives on at life com the largest most amazing collection of professional photography on the internet users can browse search and view photos of today s people and events they have free access to share print and post images for personal use

the inside story of h r block s entrepreneurial founder henry bloch in 1955 henry bloch and his brother dick founded h r block through a mixture of hard work

and luck they transitioned this kansas city based bookkeeping business into a tax preparation firm just as the irs stopped preparing tax returns for people over the course of more than fifty years the company grew to become the largest tax preparation firm in the world serving more than twenty million clients a year many happy returns tells the compelling story of this company and its founder through thomas bloch henry s son who worked along side his father for nearly twenty years page by page you ll discover the rich history of this successful organization and how henry bloch s relentless focus on providing consistent quality at the lowest cost helped the company expand into the worldwide industry leader it is today explores the professional and personal life of one of the most successful entrepreneurs in the united states written by one of the closest people to henry bloch his son thomas details fifty years of h r block s rich history from its humble beginnings to the present day reveals the hard won and fresh insights straight from one of the most uncommon business leaders of a generation inspiring and informative many happy returns is the true story of a man who achieved the american dream

what s your competitive advantage offers a way to work with the realities of a complex world and the changing needs of your business no one can predict the future and we can t predict the ultimate effect of any actions we take what s your competitive advantage sets out an approach to managing change that reflects this complex reality built on insights from research into value creation and complex systems the book explains seven value creating strategies and the practices and change processes they require each play has an associated set of capabilities which deliver customer value efficiently specialisation choose to focus on a single product or product group and compete through superior product performance adaptive increase the system s ability to respond to changing circumstances particularly to changing customer needs low cost deliver equivalent product quality compared to competitors but with a continual and relentless focus on cost reduction innovation competing through product innovations excellence continuous incremental improvement of product or service quality no frills serve price sensitive customers with a stripped down alternative product or service targeting focus on a specific market segment and serve the needs of these customers more effectively than less targeted rivals the full text downloaded to your computer with ebooks you can search for key concepts words and phrases make highlights and notes as you study share your notes with friends ebooks are downloaded to your computer and accessible either offline through the bookshelf available as a free download available online and also via the ipad and android apps upon purchase you ll gain instant access to this ebook time limit the ebooks products do not have an expiry date you will continue to access your digital ebook products whilst you have your bookshelf installed

the last century has seen enormous leaps in the development of digital technologies and most aspects of modern life have changed significantly with their widespread availability and use technology at various scales supercomputers corporate networks desktop and laptop computers the internet tablets mobile phones and processors that are hidden in everyday devices and are so small you can barely see them with the naked eye all pervade our world in a major way computers and society modern perspectives is a wide ranging and comprehensive textbook that critically assesses the global technical achievements in digital technologies and how are they are applied in media education and learning medicine and health free speech democracy and government and war and peace ronald m baecker reviews critical ethical issues raised by computers such as digital inclusion security safety privacy automation and work and discusses social

political and ethical controversies and choices now faced by society particular attention is paid to new and exciting developments in artificial intelligence and machine learning and the issues that have arisen from our complex relationship with ai

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what do community organizations and organizers do and what should they do contesting community addresses one of the vital issues of our day the role and meaning of community in people's lives and in the larger political economy it paints a more critical picture of community work which according to the authors in both theory and practice has amounted to less than the sum of its parts their comparative study of efforts in the united states the united kingdom and canada describes and analyzes the limits and potential of this work

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the rapid advancement of technology is disrupting traditional leadership paradigms challenging leaders to adapt to new ways of thinking and operating emerging technologies such as artificial intelligence robotics and the internet of things are revolutionizing industries creating a pressing need for leaders who can navigate this digital landscape effectively however many leaders need to gain the knowledge and skills to harness these technologies to their full potential leading to missed opportunities and ineffective leadership practices impact of new technology on next generation leadership offers a comprehensive solution to this pressing challenge this book provides a deep dive into how emerging technologies reshape leadership roles and responsibilities offering practical insights and strategies for leaders to thrive in this new era this book is essential reading for graduates post graduates and professionals in management and related fields as well as academics and researchers seeking to stay ahead in the ever evolving leadership landscape

america's safety net is torn and tattered income inequality continues to grow the gap between rich and poor has expanded fivefold in the last 25 years for millions of working families achieving basic middle class comforts has begun to seem as distant a dream as winning the lottery what is needed and what veteran organizer and acorn founder wade rathke provides in this hard hitting new book is a comprehensive grassroots strategy to create what he calls citizen wealth an enduring foundation on which working people can build a future that extends beyond paying next month's rent rathke shares breakthrough strategies that have enabled acorn and other organizations help people secure the basics of citizen wealth a house and a decent income offering from the trenches advice on mounting successful living wage campaigns battling unscrupulous and predatory lending practices and developing new forms of worker organizations to protect wages and benefits the anti poverty programs still out there can provide critical support for citizen wealth building efforts but they

Are woefully underutilized Rathke shows how to cut through government indifference and bureaucratic obstacles to provide those in need with access to these vital resources but community organizations can't do it alone Rathke describes acorn partnerships with HSBC Bank and HR Block that helped these businesses see building citizen wealth as a new market opportunity. A win for them and for the people they once exploited and he looks at other examples of strange bedfellows in the fight for citizen wealth including Citibank once the target of massive protests by acorn and now working with them a major investor in working class communities. We need to create a national economic and political consensus that increasing family income wealth and assets is not welfare or an entitlement to give away a program but an investment in the public good and well being Rathke writes based on forty years of hard won experience Wade Rathke offers a new blueprint for helping millions to achieve the American dream.

Popular Mechanics inspires, instructs and influences readers to help them master the modern world whether it's practical DIY home improvement tips, gadgets and digital technology information on the newest cars or the latest breakthroughs in science. PM is the ultimate guide to our high-tech lifestyle.

The world's largest provider of tax services takes readers step by step through tax preparation. Includes easy-to-follow line-by-line instructions plus charts, tables and other helpful visuals.

This book will give you many hours of your life back. Timely and necessary, a must read. Cal Newport, author of *Digital Minimalism*, every day an unseen form of labour creeps into our lives, stealing precious moments of free time, placing a strain on our schedules and relationships, and earning neither appreciation nor compensation in return. Scheduling doctor's appointments, planning a party, buying a present, filling out paperwork: this labour is life admin, the kind of secretarial and managerial work necessary to run a life and a household. Elizabeth Emens was a working mother with two young children, swamped like so many of us when she realised that life admin was consuming her. Desperate to survive and to help others along the way, she gathered favourite tips and tricks, admin confessions and the secrets of admin happy households, drawing on her research and writing in a wholly original manner. Emens shows how this form of labour is created and how it affects our lives, how we might reduce, redistribute and even prevent it, what admin personalities we might have and how to deal with admin in relationships. *The Art of Life Admin* is the book that will teach us all how to do less of it and to do it better. Reading *The Art of Life Admin* is like sitting down with a friend who knows exactly how it feels to be drowning in your to-do list and throws you a very welcome lifeline to help you to make your way out. Bridgid Schulte, author of the New York Times bestseller *Overwhelmed*, every so often you come across a book that really does profoundly change how you see the world. This is just such a book. It will, by force of its own genius, reprogram your life and give you new tools for seeing things as they actually are. Tim Wu, author of *The Attention Merchants*, Emens maps the political, psychological and practical landscape of admin hell with humour and hopefulness. This intelligent, witty book will shed new light on everyone's to-do list. Dr Clare Carlisle, *Tresch King's College London*, from ideas to try: 1. Find ways to make things end. For instance, try writing 'no need to reply' on texts and emails, save others time, they might even return the favour. 2. Start bypassing the to-do list when you face real-time admin requests: email someone the information she wants while she's still standing there so it never goes on your to-do list. 3. Spend your admin savings time well. If

you save yourself an hour spend that hour doing something you really want or need for yourself

women owned businesses are the fastest growing segment of new business start ups and black women s businesses are a larger share of black owned businesses than white women s businesses are of all white firms most studies compare men s and women s businesses but few examine differences among women this book first published in 2000 makes a significant contribution not only to the literature on entrepreneurial business but also to the experiences of african american women

the ultimate marketing resource from the world s leading scholars from the world s 1 mba marketing program comes the latest edition of kellogg on marketing presented by philip kotler and alexander chernev with hundreds of pages of brand new material on timely topics like creating value to disrupt markets defensive marketing strategies strategic customer management building strong brands and marketing in the metaverse the book explores foundational and advanced topics in marketing management you ll discover a renewed focus on digital transformation and data analytics as well as comprehensive explanations of the strategic and tactical aspects of effective marketing from managing business growth to identifying target customers developing a meaningful value proposition and data driven marketing every area relevant to marketing professionals is covered by expert contributors possessing unique insights into their respective competencies readers will also find discussions of the unique challenges facing brands in designing and managing their image and techniques for building resilient brands strategies for creating loyal customers and developing personalization at scale strategies for designing effective omni channel marketing platforms strategies for crafting a successful cross platform communications campaigns discussions on the application of data analytics and artificial intelligence to the creation of successful marketing programs an indispensable resource for any professional expected to contribute to their organization s marketing efforts or business growth kellogg on marketing third edition also earn a place in curricula of the business school educating the next generation of business leaders

in the third volume of the digital hand james w cortada completes his sweeping survey of the effect of computers on american industry turning finally to the public sector and examining how computers have fundamentally changed the nature of work in government and education this book goes far beyond generalizations about the information age to the specifics of how industries have functioned now function and will function in the years to come cortada combines detailed analysis with narrative history to provide a broad overview of computings and telecommunications role in the entire public sector including federal state and local governments and in k 12 and higher education beginning in 1950 when commercial applications of digital technology began to appear cortada examines the unique ways different public sector industries adopted new technologies showcasing the manner in which their innovative applications influenced other industries as well as the u s economy as a whole he builds on the surveys presented in the first volume of the series which examined sixteen manufacturing process transportation wholesale and retail industries and the second volume which examined over a dozen financial telecommunications media and entertainment industries with this third volume the digital hand trilogy is complete and forms the most comprehensive and rigorously researched

history of computing in business since 1950 providing a detailed picture of what the infrastructure of the information age really looks like and how we got there managers historians economists and those working in the public sector will appreciate cortada s analysis of digital technology s many roles and future possibilities

this is a multidisciplinary textbook on social commerce by leading authors of e commerce and e marketing textbooks with contributions by several industry experts it is effectively the first true textbook on this topic and can be used in one of the following ways textbook for a standalone elective course at the undergraduate or graduate levels including mba and executive mba programs supplementary text in marketing management or information systems disciplines training courses in industry support resources for researchers and practitioners in the fields of marketing management and information management the book examines the latest trends in e commerce including social businesses social networking social collaboration innovations and mobility individual chapters cover tools and platforms for social commerce supporting theories and concepts marketing communications customer engagement and metrics social shopping social customer service and crm contents the social enterprise innovative applications strategy and performance management and implementing social commerce systems each chapter also includes a real world example as an opening case application cases and examples exhibits a chapter summary review questions and end of chapter exercises the book also includes a glossary and key terms as well as supplementary materials that include powerpoint lecture notes an instructor s manual a test bank and five online tutorials

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Unmasking the Mystery: How (and Why) You Might Find an IP Address on Your iPhone

In today's interconnected world, understanding the digital footprint we leave behind is increasingly crucial. One key element of that footprint is your IP address – the unique numerical identifier assigned to your iPhone (and other devices) when you connect to the internet. Knowing how to find an IP address, both your own and potentially others', can be useful for troubleshooting network issues, enhancing online security, or even investigating suspicious activity. However, accessing someone else's IP address without their consent is ethically problematic and often illegal. This article focuses on finding your own IP address and provides context on why you might need to find another's (while strongly emphasizing ethical considerations).

I. Understanding IP Addresses and Their Significance: An IP address (Internet Protocol address) acts like a digital street address for your iPhone. It allows your device to communicate with other devices and servers across the internet. There are two main types: IPv4 (e.g., 192.168.1.100) and IPv6 (e.g., 2001:0db8:85a3:0000:0000:8a2e:0370:7334), with IPv6 being the newer, more expansive addressing system. Knowing your IP address is useful for:

- Troubleshooting network problems:** If you can't access certain websites or online services, your IP address can help your internet service provider (ISP) pinpoint the source of the issue.
- Configuring network devices:** Many routers and other network equipment require your IP address for configuration.
- Identifying potential security threats:** Unusual IP addresses accessing your online accounts could indicate a security breach.
- Geolocation:** Your IP address can (roughly) pinpoint your location, though this is not always precise.

II. Finding Your Own iPhone's IP Address: Finding your iPhone's IP address is relatively straightforward. Here are several methods:

- A. Using the Wi-Fi Settings:**
 1. Open the Settings app on your iPhone.
 2. Tap Wi-Fi.
 3. Locate the network you're connected to. To the right of the network name, you'll often find a small "i" icon. Tap it.
 4. The details page will display your iPhone's IP address under "IP Address".
- B. Using the "About" Section:** This method provides more general network information, including your IP address if you are using a cellular connection (though it might be dynamically assigned and change frequently).
 1. Open the Settings app.
 2. Go to General > About.
 3. Scroll down. You might find your IP address listed under "IP Address" or a similar label. The availability of this information depends on your carrier and iOS version.
- C. Using a Third-Party App:** Several apps available in the App Store claim to show your IP address and other network information. However, exercise caution when using such apps, ensuring they are from reputable developers and have positive user reviews. Always review app permissions to understand the data they access.

III. Finding Someone Else's IP Address – Ethical and Legal Considerations: Finding someone else's IP address is a much more complex and potentially problematic issue. While technically possible under certain circumstances (e.g., network administrator access or through specialized forensic tools), doing so without explicit consent is a violation of privacy and may be illegal.

Ethical Concerns: Accessing someone's IP address without their knowledge or permission is a serious breach of trust and can lead to misuse of their personal information. Legal

Ramifications: Depending on your jurisdiction and the purpose of acquiring the IP address, you could face legal penalties, including fines or even criminal charges. Examples of illegal uses include stalking, harassment, or unauthorized access to computer systems. IV. Practical Examples and Insights: Let's say you're experiencing slow internet speeds on your home Wi-Fi. By finding your iPhone's IP address using the methods above, you can provide this information to your ISP's technical support, who can then pinpoint if the problem originates from your device or the network infrastructure. Conversely, if you suspect a security breach on your online accounts, noticing unfamiliar IP addresses accessing your accounts (from login logs provided by the respective services) could signal a compromise requiring immediate action. However, obtaining another user's IP address on a website or online game without consent is unethical and potentially illegal. Conclusion: Finding your own iPhone's IP address is a simple process with several methods described above. This knowledge is valuable for troubleshooting, network configuration, and enhancing your online security. However, attempting to obtain someone else's IP address without proper authorization is a significant ethical and legal concern. Always respect individuals' privacy and adhere to the law. FAQs: 1. Can I find someone's IP address through their social media profiles? No, social media platforms generally don't expose user IP addresses directly. 2. Is it legal to track someone's location using their IP address? Generally no. While an IP address can offer a rough geolocation, using this to track someone without their consent is illegal in most jurisdictions. 3. Can I use a VPN to hide my IP address? Yes, a VPN (Virtual Private Network) masks your actual IP address, replacing it with the VPN server's IP address. 4. If I find an unfamiliar IP address accessing my accounts, what should I do? Change your passwords immediately, review your security settings, and consider contacting the service provider if you suspect a breach. 5. Are there any tools that can easily reveal someone's IP address? Be wary of such claims. Legitimate methods for obtaining someone else's IP address require authorization and are typically only used by law enforcement or authorized network administrators.

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