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E57 - EVELIN JOHNNY

This is a pivotal period in Sri Lanka's economic development. The end of conflict opens a door for accelerated economic growth and poverty reduction. Reform is needed to regain momentum because fiscal imbalances and rising public debt could jeopardize macroeconomic stability. The economy would benefit from significant trade and commercial policy reform. The labor market suffers from sluggish growth of formal sector employment and from skills mismatches, which can be addressed by changes in education policy and systems. The book analyzes these and related critical constraints on the Sri Lankan economy, and proposes a set of policy reforms that would lay the foundations for more rapid and inclusive development.

MANAGEMENT, 12E includes several innovative pedagogical features to help students understand their management capabilities and learn what it's like to manage in an organization today. Each of the 19 chapters begins with an opening questionnaire that engages the reader's interest, directly connects to the topic of the chapter, and enables students to see how they respond to situations and challenges that real-life managers typically face. A New Manager Self-Test in each chapter provides students with further insight into how they would function in the real world of management. The Remember This bullet-point summaries at the end of each major chapter section give students a snapshot of the key points and concepts covered in that section. The end-of-chapter questions have been carefully revised to encourage critical thinking and application of chapter concepts, and Small Group Breakout exercises give students the opportunity to apply concepts while building teamwork skills. Ethical dilemmas, all-new end-of-chapter cases, and a fully updated set of On the Job video cases help students sharpen their diagnostic skills for management problem solving. The chapter sequence in MANAGEMENT is organized around the management functions of planning, organiz-

ing, leading, and controlling. These four functions effectively encompass management research and the characteristics of the manager's job. Important Notice: Media content referenced within the product description or the product text may not be available in the ebook version.

This book provides insight into the potential for the market to protect and improve labour standards and working conditions in global apparel supply chains. It examines the possibilities and limitations of market approaches to securing social compliance in global manufacturing industries. It does so by tracing the historic origins of social labelling both in trade union and consumer constituencies, considering industry and consumer perspectives on the benefits and drawbacks of social labelling, comparing efforts to develop and implement labelling initiatives in various countries, and locating social labelling within contemporary debates and controversies about the implications of globalization for workers worldwide. Scholars and students of globalisation, development, corporate social responsibility, human geography, labour and industrial relations, business ethics, consumer behaviour and fashion will find its contents of relevance. CSR practitioners in the clothing and other industries will also find this useful in developing policy with respect to supply chain assurance.

Volume 25 of Advances in Management Accounting exemplifies the broad scope of the series by examining a number of key areas of management accounting.

The World Guide to CSR is the first book to provide comparable national profiles that describe the evolution and practice of Corporate Sustainability and Responsibility (CSR) for 58 countries and 5 global regions. Each regional and national profile includes key information about the relevant CSR history, country-specific issues, trends, research and leading organizations. The purpose of the book is to give CSR professionals (including managers, consultants, academics and NGOs focusing on the social, environmental and ethical responsibilities of business) a quick reference guide to

CSR in different regional and national contexts. The need for the book is premised on the fact that CSR professionals and researchers more often than not have a multinational remit and are required to benchmark performance internationally, but find that country-specific CSR information is ad hoc, limited or non-existent. Even where national CSR research exists, it is often hidden in academic journals that practitioners cannot access or do not have the time or inclination to read. The book is an edited volume, with expert contributors from around the world, all of whom have been screened and selected on the basis of their qualifications and experience in CSR. Each regional/country profile includes the following subsections: CSR in context Priority issues Trends Legislation and codes Organizations Case studies Educational institutions References This unique resource will be an essential acquisition for all organisations who need to benchmark their CSR strategies throughout different regions and cultures and want the best possible intelligence on the key issues and concerns relating to corporate social responsibility in all of the markets in which they operate.

The third edition of this core textbook, edited and contributed to by recognised international authorities on the subject, outlines the critical contextual and theoretical issues of business and management in Asia and offers a fresh, topical analysis of management in the major Asian nations. Featuring an accessible two-part structure and updated with the latest research, the book will enable students to assess Asian management systems and the strategies adopted by corporations and governments. The text's thought-provoking teaching and learning tools guide students through a number of the key topics in the field, including globalization, regionalism, corporate social responsibility, ethics, ecological issues, industrial relations and sustainability. This is an ideal textbook for upper-level undergraduates and MBA students studying modules in Asian Business and Management. In addition, it is an es-

essential text for managers and executives seeking a more realistic understanding of business and management in Asia as an evolving adaptive system. Accompanying online resources for this title can be found at bloomsburyonlineresources.com/asian-business-and-management. These resources are designed to support teaching and learning when using this textbook and are available at no extra cost.

Blending theory with practical application, this comprehensive text supports courses at the intersection of corporate social responsibility (CSR), corporate strategy, and public policy. Part I provides an overview of the field, defining CSR and placing it in the context of wider corporate strategy. Part II contains chapters on CSR issues related to the organization, the economy, and society, and provides detailed case studies on a variety of well-known firms. Adopting a stakeholder perspective, the authors explore CSR issues within the complex global business environment in which corporations operate today.

Doing Business and Investing in Malaysia Guide - Strategic and Practical Information Leadership, change, responsibility. There is a reason these topics always seem to occur in unison - because they are inextricably linked to one another, both in theory and in practice. Strong, effective leadership is becoming increasingly important because of the challenges that arise in all aspects of work and life - these challenges are often characterized by change or the need for change, which in turn creates a sense of responsibility. This thoroughly researched volume brings together the collected wisdom of a number of experts to present readers with the most recent research and cutting-edge insights into this increasingly important area.

Prepare for management success with this engaging survey of modern management practice. *UNDERSTANDING MANAGEMENT, 10E*, seamlessly integrates classic management principles with today's latest management ideas to create a current market-leading text that you will find captivating. Acclaimed authors Richard Daft and Dorothy Marcic cover management and entrepreneurial issues within small to mid-size companies, where you are most likely to begin your career, as well as within larger global enterprises. You'll gain valuable insights into real contemporary business as you examine today's best management practices. This text helps you establish and build on practical skills with engaging examples and numerous skill-building and application exercises in every chapter. Using a streamlined format, this edition takes a close look at how change demands

innovation and how innovation requires forward-thinking, flexible leaders and organizations. *UNDERSTANDING MANAGEMENT, 10E*, provides everything you need to become a successful manager who seizes business opportunities and leads change. Important Notice: Media content referenced within the product description or the product text may not be available in the ebook version.

This timely Handbook provides a comprehensive guide to the methodological challenges of qualitative research in family business. Written by an international, multidisciplinary team of experts in the field, the Handbook provides practical guidance based on the experiences of senior researchers, and features reflective discussion on how to craft insightful, rigorous studies.

The make-take-waste paradigm of fast fashion explains much of the producer and consumer behavior patterns towards fast fashion. The evolution from a two-season fashion calendar to fast fashion, characterized by rapid product cycles from retailers and impulse buying by consumers, presents new challenges to the environment, workplace and labour practices. This book provides a comprehensive overview of new insights into consumer behaviour mechanisms in order to shift practices toward sustainable fashion and to minimize the negative impacts of fast fashion on the environment and society. Concepts and techniques are presented that could overcome the formidable economic drivers of fast fashion and lead toward a future of sustainable fashion. While the need for change in the fashion industry post-Rana Plaza could not be more obvious, alternative and more sustainable consumption models have been under-investigated. The paucity of such research extends to highly consumptive consumer behaviours regarding fast fashion (i.e. impulse buying and throwaways) and the related impediments these behaviours pose for sustainable fashion. Written by leading researchers in the field of sustainable fashion and supported by the Textile Institute, this book evaluates fashion trends, what factors have led to new trends and how the factors supporting fast fashion differ from those of the past. It explores the economic drivers of fast fashion and what social, environmental and political factors should be maintained, and business approaches adopted, in order for fast fashion to be a sustainable model. In particular, it provides consumer behaviour concepts that can be utilized at the retail level to support sustainable fashion.

This volume of the International Symposia

in Economic Theory and Econometrics explores the latest economic and financial developments in Asia.

The book explains three basic principles of Greening growth: quality of economic growth, eco-efficiency of economic growth, and environmental sustainability vis-à-vis environmental performance; and four pillars of Green growth: eco-tax reform, sustainable infrastructure, the greening of business and sustainable consumption. It explores them as potential for policy options and approaches for sustainable development and improved welfare, and gives fresh and practical perspectives from regional governments and experts.

Management technique and operation strategies vary depending on the particular industry. This allows businesses in that industry to thrive and increase competitive advantage. *Fashion and Textiles: Breakthroughs in Research and Practice* is a critical source of academic knowledge on the latest business and management perspectives within the fashion and textiles industry. Highlighting a range of pertinent topics such as marketing, consumer behavior, and value creation, this book is an ideal reference source for academics, professionals, researchers, students, and practitioners interested in emerging trends in global fashion and textile management.

Greening Growth in Asia and the Pacific: Follow-up to the World Summit on Sustainable Development: Taking Action on the Regional Implementation Plan for Sustainable Development in Asia and Pacific.

The fashion industry has not traditionally been associated with definitions of sustainable development and sustainability. The social and environmental challenges faced by the fashion industry concern the entire supply and demand chain, propped up by a throwaway consumer culture. In response to these sustainability challenges, some fashion companies have developed innovative social and environmental initiatives. While many of these initiatives are sympathetic, resourceful and hold real potential for generating social and environmental improvements, greater scale and scope is needed in order to bring about a more fundamental shift in current practices. This Special Issue of the *Journal of Corporate Citizenship* explores how sustainability can be a driver for exploring new business models within a single industrial setting, highlighting some of the sustainability initiatives that bring hope for a more sustainable future. *New Business Models for Sustainable Fashion* is a must-read for researchers and practitioners tackling the challenges of an industry in need of large-scale transformation.

The book explicitly places the principles and processes of design within the context of a business or enterprise, explaining how design management can relate to the cultural, environmental, political and social impact of an enterprise. It emphasises the inter-disciplinary nature of design management, and as such is of relevance to students of a number of disciplines: from art and design to business, marketing or media. The *Fundamentals of Design Management* is supported throughout by a range of interviews and case studies, taken from design practitioners and industry experts. The degree to which the extensive business networks of ethnic Chinese in Asia succeed because of ethnic characteristics, or simply because of the sound application of good business practice, is a key question of great current concern to those interested in business, management and economic development in Asia. This book brings together a range of leading experts who present original new research findings and important new thinking on this vital subject. Based on rich empirical research data and a multidisciplinary explanatory framework, this book assesses the role, characteristics and challenges of Chinese entrepreneurship and business networks in various East and Southeast Asian countries: the People's Republic of China, Vietnam, Malaysia, Singapore, Indonesia, and Australia. *Chinese Entrepreneurship and Asian Business Networks* demonstrates that Chinese network capitalism is contingent upon, for example, time, place, institutional frameworks, and that explanatory approaches of Chinese economic behaviour which stress culture and ethnicity are too simplistic.

The book is one of the first to focus on responsible leadership in the contemporary Asian century context. It adopts a unique context driven social innovation based responsible leadership approach to explain how context can impact and shape the theory and practice of responsible leadership. This unique work will strongly appeal to a broad spectrum of researchers and scholars across disciplines with a particular interest in the interplay between leadership, responsibility and ethics. As Asia's influence on the global economy continues to grow in the Asian Century, this book offers a culturally integrated view of how the shift in economic power to Asia and the rising new global economic order can influence the theory and practice of responsible leadership. The book focuses particularly on the Asian century opportunities and challenges as a strong contextual factor that shapes the 'responsibility' of responsible leadership. The scholarly literature on the topic, the case studies devel-

oped through interviews and secondary data, and author's corporate experiences in the Asia-Pacific region in leading organisations are key sources for the book's assertions. It fills an important gap in the literature on how Asian cultural factors might influence the predominantly Western developed responsible leadership theory and practice. This book covers key topics including the moral basis for responsibility, theory and practice of responsible leadership, Asian challenges to responsible leadership, and socially innovative responsible leadership. "Fernando's book provides a fresh and novel perspective on how evolutionary changes in economic power between Asia and the rest of the world undoubtedly will affect the practice of responsible leadership. He examines varying views on responsible leadership across cultures, demonstrating how Asian and Western leadership styles have evolved as our economy continues to become more globally integrated." Prof. Laura Pincus Hartman Director, Susilo Institute for Ethics in the Global Economy Boston University, Questrom School of Business, Boston, USA "There is little doubt that this is the Asian Century and that economic and political influences from the east will increase. But so too may cultural, ethical and even religious influences. It is therefore important that researchers understand these significant changes. In this book Mario Fernando gives us an insight into what this means for responsible leadership. It is primarily an excellent work of scholarship, written for academics who teach and research in this area by someone who knows Asian business and culture from the inside. But it will also reward careful study by practicing leaders and those who are the potential leaders of the future." Professor of Business Ethics, Geoff Moore Durham Business School Durham University, UK

Sembra ormai assodato che le imprese familiari siano l'asse portante di molte economie, allo stesso tempo, il marketing è una attività fondamentale per le imprese. Nonostante il modello organizzativo delle imprese familiari sia molto diffuso, sono ancora limitati gli studi che si occupano di come esse gestiscano le loro attività e strategie di marketing. Le famiglie imprenditoriali spesso diventano delle celebrità conosciute in tutto il mondo, si pensi ad esempio ai coniugi Mark e Priscilla Zuckerberg, ai fratelli Trussardi, o alla coppia padre-figlia Donald e Ivanka Trump. In altri contesti, anche se su scala più ridotta, non è raro identificare famiglie imprenditoriali che godono di una certa popolarità locale. L'esposizione che le famiglie imprenditoriali hanno nel momen-

to in cui fanno impresa è amplificata e può portare sia benefici che costi. Per questo motivo una maggiore comprensione di come le dinamiche legate al marketing si manifestano nel contesto delle imprese familiari è necessaria. Con questo lavoro, l'autrice intende fornire il proprio contributo proponendo una analisi critica della letteratura esistente e sistematizzando le principali concettualizzazioni e risultanze empiriche proposte ad oggi. Dopo aver presentato le caratteristiche e le peculiarità (in termini gestionali e di governance) delle imprese familiari, l'autrice ne analizza l'orientamento al mercato e le strategie di marketing soffermandosi su quelle di branding. Particolare attenzione è posta sulle modalità di gestione dell'immagine e della reputazione nell'ambito delle imprese familiari. Il lavoro viene concluso con un'analisi empirica esplorativa che vuole essere l'inizio di un percorso verso una maggiore diffusione degli studi sul tema.

Samson/Daft/Donnet's Management is a robust foundation text providing a balance of broad, theoretical content with an engaging, easy-to-understand writing style. It covers the four key management functions - planning, organising, leading and controlling - conveying to students the elements of a manager's working day. Along with current management theory and practice, the authors integrate coverage of innovation, entrepreneurship, agile workplaces, social media and new technology throughout. This sixth edition features a new author on the team and contains updates to content based on recent research. Real-life local and international examples showcase the ongoing changes in the management world. Focusing on a 'skills approach', they bring concepts to life for students, supporting motivation, confidence and mastery. Each part concludes with a contemporary continuing case study, focusing on car company Toyota as it faces managerial challenges and opportunities in the region.

Modeling Economic Growth in Contemporary Indonesia explores Indonesia's most recent business and economic developments with chapters covering topics such as SMEs, public companies, stock markets, government, or non-profit organizations to explain the economic growth and relevant factors.

This volume demonstrates the broad impacts of globalisation, turning to ethics to inform response and engagement now and in the unpredictable future.

Features 20 case studies from around the world outlining policies and practices to implement human rights within business operations. Among the companies profiled

are: ABB, Achilles, AngloGold Ashanti, AREVA, Barloworld, BASF, Eskom, Ipek Kagit, Ketchum, MAS Holdings, Newmont Mining Corporation, NIKE Inc, Novartis, Sasol, Royal Dutch Shell, Starbucks, Titan Industries, Volkswagen and Westpac Banking Corporation.

In *Strategic Management: Theory and Practice*, Fourth Edition, John A. Parnell leads readers through detailed, accessible coverage of the strategic management field. Concise and easy to understand chapters address concepts sequentially, from external and internal analysis to strategy formulation, strategy execution, and strategic control. Rather than relegating case analysis to a chapter at the end of the book, Parnell aligns each chapter's key concepts with 25 case analysis steps. Current examples and high interest real-time cases, largely drawn from *The Wall Street Journal* and *Financial Times*, illustrate the key role of strategic management in the United States and around the world.

Media and Metamedia Management has contributions from seven prestigious experts, who offer their expertise and the view from their vantage point on communication, journalism, advertising, audiovisual, and corporate, political, and digital communication, paying special attention to the role of new technologies, the Internet and social networks, also from an ethics and legal dimension. A total of 118 authors belonging to 31 universities from Spain, Portugal, England and Ecuador have contributed to this book edited, coordinated and introduced by professors Francisco Campos-Freire and Xosé López-García, from the University of Santiago de Compostela, José Rúas-Araújo, from the University of Vigo, and Valentín A. Martínez-Fernández, from the University of A Coruña. Readers may also enjoy 66 articles, grouped into diverse chapters, on Journalism and cyberjournalism, audiovisual sector and media economy, corporate and institutional communication, and new media and metamedia.

This book draws lessons from the story of Sri Lanka's post-conflict development in the context of a struggle for socio-political reconciliation, a turbulent world economy, and difficult internal and external political challenges. Heightened volatility in the global economy and intensifying geopolitical rivalries pose complex policy challenges for small countries embarking on post-conflict daunting challenges. To sustain peace, development needed to be broad based and inclusive. It needed to rapidly reconstruct war-devastated regions, restore macroeconomic stability, while delivering a 'peace dividend'. The book contains contributions that highlight

Sri Lanka's endeavours of coping with adverse shocks, while exploiting new opportunities. It showcases how the island country had to attract capital and assistance, and support of the international community, including that of the rising Asian giants - China and India. Addressing the post-conflict challenges of sourcing development finance in a new global financial and political landscape, the book would be of interest to researchers working on post-conflict development in the context of a volatile global economy and changing aid architecture, and would also act as an important resource for policy makers.

The nine papers published in this issue of the *Journal of Entrepreneurship, Management and Innovation* point to various problems which are important for effective management in a turbulent and dynamically changing contemporary market. The authors of the articles come from universities in the Czech Republic, Italy, the Republic of Moldova, Nigeria, Poland, Taiwan and Ukraine. The scientists present current and original views on issues related to: research & development expenditure and innovation levels in EU countries; the role of innovative entrepreneurship in economic development; the competitiveness of small innovative companies; social networking in family businesses; the connections between socioemotional wealth and competitive advantage of family firms; agrirural entrepreneurial alertness; the assessment of human resources' interactions; the impact of seasonality on employment in tourism; and socio-economic clients' requirements for food packaging. However, regardless of the subject matter, all the papers indicate an organizational framework and solutions for achieving success in a competitive market. The first article, by Radka MacGregor Pelikánová, addresses R&D expenditure and innovations in the EU, which are the foundations for competitiveness in contemporary economies. The author focuses on the following three essential questions: How much is spent on R&D? How many patentable inventions are filed and succeed, and how many other ideas lead to innovations? Is it possible to imply a potential relationship and what are the trends? The described study entailed secondary data while exploring hard data sources, such as Eurostat and the European Patent Office databases, official or legislative documents, such as Europe 2020, and the academic literature. Furthermore, the author used direct observations, field search and her own experience, gained over 20 years by participating in many patent applications and other instruments protecting fu-

ture innovations. Answering the questions, it was found that: the 3% threshold will not be met in the larger part of the EU, the number of patent applications and granted patents keep growing along with digitalization, and the possibility of a relationship between these factors and trends exists but is not conclusive or dramatically strong. The research challenge, taken by Radka MacGregor Pelikánová, requires an appreciation that, as she notes, "one of the limitations of the study was caused by the intangible, ephemeral and hardly predictable nature of innovations, and the impossibility to collect and mathematically process all the involved phenomena." The second paper, written by Rodica Crudu, refers to the importance of entrepreneurship in driving innovation, economic growth and welfare, as well as job creation, and draws attention to the fact that innovation is seen as a driving force in the economic development of nations. Since innovative entrepreneurship has begun to be considered a key factor in modern economic development, finding a prominent place at the core of the European Union's development strategy - Europe 2020, the author aims to analyse the role of innovative entrepreneurship in the economic development of EU member states by testing a model that captures new or young innovative firms as manifestations of innovative entrepreneurship along with determinants of economic growth rates. The key findings of the paper show that innovative entrepreneurs are more often present in countries with higher development levels and higher incomes, being motivated by the improvement opportunity they see in becoming entrepreneurs. However, a higher degree of entrepreneurship, especially in the creation of new firms, does not substantially contribute to accelerated economic development. This is explained by the variation in the motivation (necessity or improvement-oriented) of entrepreneurs across EU countries. In developed countries, entrepreneurs are most likely to be of Schumpeterian type, while in developing countries most of them are shopkeepers. The presented paper has significant practical implications for decision and policy-making authorities in terms of the possible directions of innovative entrepreneurship policy development, including friendlier and more efficient policies aimed at the creation of new firms and the development of SME-supporting tools. Edward Stawasz, whose paper is based on the results of conducted research, carried out an analysis and evaluation of the importance of selected determinants of competitiveness of small innovative enterprises operating in international markets and using busi-

ness advice services. The first part of this article is a comprehensive literature review concerning the identification of determinants of competitiveness of small enterprises and the characteristics of motives for using, as well as the areas and effects of using, business advice. The second part of the article presents an analysis of the results of a survey conducted among 67 small, innovative enterprises operating in international markets and at the same time using business advice services, carried out with the use of the CATI method. The conducted analysis has shown that the use of business advice extends the scope of determinants of competitiveness of enterprises operating in international markets. Business advice can be considered an effective factor in improving the competitiveness of enterprises already characterized by high competitiveness, which means that a high level of competitiveness favors the effectiveness of the use of business advice. An important conclusion reached by the author is the existence of a positive relationship between business advice and enterprises' capacity to absorb business knowledge. Therefore, improving the competitiveness of enterprises requires using business advice and improving the business knowledge absorptive capacity. The focus of the next article, written by Kenneth Chukwujioke Agbim, is the conceptual considerations regarding social networking and family businesses, presented in a review of the contribution of social networking to the financial and non-financial performance of family businesses. Based on an analysis of 55 peer-reviewed, published journal articles, the author identified the most frequently used social networking platforms, the measures of financial performance, the measures and proxies of non-financial performance, and the differences between the financial and non-financial performance. The study proposes the use of both financial and non-financial measures in assessing the performance of family businesses due to their complementary roles. Therefore, the presented research contributes to the family business literature by highlighting the importance of combining financial and non-financial measures in assessing family business performance, indicating that due to the specificity of a family business, its performance should be assessed in such a joint manner. The research topic of the fifth article, by Katarzyna Bratnicka-Myśliwiec and Martyna Wronka-Pośpiech, is socioemotional wealth in the context of competitive advantages of family businesses. These authors argue that socioemotional wealth may trigger or limit family firms' strategic initiatives that ultimately shape

their competitive advantage. The basic assumption is that, unlike non-family firms, family businesses have some unique qualities that should be considered. The research was conducted in almost two hundred firms through a telephone survey. The obtained results reveal that, indeed, socioemotional wealth and competitive advantage are partially associated, and socioemotional wealth can be regarded as an important strategic antecedent to firm performance. Therefore, the first main theoretical implication is the emphasis on the importance of socioemotional wealth as a strategic resource. The second main conclusion is the recommendation that socioemotional wealth is a relevant determinant of competitive advantage. Family businesses rely on more complex social dynamics than the dynamics of a pure market, where the informal sphere is critical for current functioning. Moreover, the connections between family business attributes and firm performance are by no means easy to understand. Consequently, this paper makes a significant contribution to the scientific literature. In the next article Chaoyun Liang presents research on agrirural entrepreneurship and the results of a series of three studies conducted to develop a measure of entrepreneurial alertness in the agrirural environment which is empirically valid, easy to use, and can analyze how the personality traits of agrirural entrepreneurs affect their entrepreneurial alertness. The results indicate that both extraversion and openness affect all of the dimensions of entrepreneurial alertness, whereas conscientiousness only influences scanning and searching, and agreeableness has an impact solely on evaluation and judgment. The presented findings also demonstrate the interactive relationships between extraversion and openness for all of the dimensions of entrepreneurial alertness. The research provides a new understanding of how agrirural entrepreneurial alertness can be assessed more practically and how personality traits can help predict various dimensions of agrirural entrepreneurial alertness. The author states that, due to the fact that agriculture remains the basis of socioeconomic development, governments worldwide are actively formulating relevant policies to aid in the restructuring and upscaling of their agricultural industries. Thus, providing essential guidance in agricultural entrepreneurship for diversifying rural regions should be their central concern. Therefore, recognizing and interpreting opportunities are the most crucial abilities that should be fostered in developing agrirural entrepreneurship. The seventh paper is devoted to the subject of human resources, in particular

interactions. The author of this text is Anna Pereverzieva, who indicates that there is a need to develop a methodological approach to the assessment of united communities' human resources' level of interactions. Hence, in light of the gap in the scientific literature, she tries to determine such an approach. The author's work is based on the example of a united community and a structural unit and, in addition, considers two determinants of human resources' interactions - the group size and the nature of labor. As a tool of the empirical study, the author used expert assessment and the application of certain mathematical dependencies that allowed the coefficient of interactions to be determined. It transpired that small groups with intellectual labor have higher levels of interactions than large groups with a predominance of manual labor. It is worth noting that the proposition of a methodical approach is universal and might be used by both communities and business entities. Moreover, an additional advantage of the study is the proposal of a 4-stage procedure for assessing the level of human resources' interactions. The eighth paper, written by Aleksandra Grobelna and Katarzyna Skrzyszewska, connects tourism seasonality with employment in the travel and tourism sector. The issue, raised by these authors, is a current and important topic, since nowadays seasonality plays a decisive role in creating demand in the tourist industry. The problem is investigated from the perspective of tourism and hospitality students of higher educational institutions located in the northern part of Poland (Southern Baltic Sea Region). The main point of the authors' interest was the students' attitudes towards seasonality in tourism employment and its impact on students' tourism employment aspirations. As a research method, a direct questionnaire was used and the obtained data were analyzed statistically. According to one of the conclusions, more students agree that seasonality contributes positively rather than negatively to tourism employment. The authors indicate that the depicted results of the research study can be of substantial importance to managers in the industry, which suffers from low employment status and experiences chronic shortages of skilled and well-qualified employees. The last article by Agnieszka Cholewa-Wójcik, Agnieszka Kawecka, Carlo Ingrao and Valentina Siracusa presents interesting results of research on the requirements for packaging to answer contemporary consumers' needs. The study represents a holistic approach to the topic. The authors conducted a survey among clients of shopping malls in the Małopolska region of Po-

land. Analysis of the obtained data indicated the following order of priority of consumers' needs: ensuring safety, meeting legal regulations, wants related to lifestyle, improving consumers' life quality through added value, and protection of the environment. Furthermore, the team of authors proposed the model packaging. According to them, modern food packaging should be characterized by health (safety), simplicity (reduction, convenience), identity (belonging), aesthetics (design), and meaning (sustainability, intelligence). These conclusions have a managerial dimension because they might be valuable premises for developing packaging and introducing innovative solutions in this area. The paper confirms that both the design of food packaging systems and the production of such kinds of packaging should be developed after giving due consideration not only to the technical requirements but also to the socio-economic and the environmental ones. As the editors of this issue, we would like to thank all the authors for their contribution, and for sharing their own theoretical considerations and the results of empirical research. We are convinced that the presented studies constitute a valuable contribution to management sciences in the area of effective organizational management in a turbulent environment. We would also like to thank the reviewers for their efforts in reviewing the articles for this issue, as well as their valuable comments and suggestions that have influenced its final shape. We hope that the articles presented in this issue will interest readers, scientists and researchers from around the world, in addition to inspiring them to conduct further research on the topics discussed.

In diesem Band werden neben Impulsen aus der aktuellen wissenschaftlichen Diskussion die Besonderheiten mittelständischer als auch großer Familienunternehmen in Hinblick auf ihre gesellschaftliche Verantwortung anschaulich vorgestellt. Familienunternehmen sind in vielen Ländern eine tragende Säule für Wachstum und Beschäftigung. Der Strukturwandel in vielen Branchen und die technologischen Entwicklungen (Stichwort Industrie 4.0) stellen aktuell große Herausforderungen für diese Unternehmen dar. Die gesellschaftliche Verantwortung hat bei vielen Familienunternehmen eine lange Tradition und oftmals sind Familienunternehmen Pioniere des nachhaltigen Wirtschaftens in ihrer Region. So werden beispielsweise in den Bereichen Innovation, Bildungsförderung, soziales Engagement und Ökologie von Familienunternehmen wesentliche Beiträge für die dynamische Entwicklung von Regionen geset-

zt. Die in diesem Buch vorgestellten Beiträge beschreiben anhand zahlreicher konkreter Praxisbeispiele, dass eine intensive Interaktion mit den Stakeholdern - geprägt durch Vertrauen - zu langfristigen Beziehungen und Partnerschaften führt und damit einen oft unterschätzten Wettbewerbsvorteil für familiengeführte Unternehmen darstellt. Sie verdeutlichen, dass die langfristige Orientierung und die Verbindung von Ethik und Unternehmenserfolg daher häufig einen erlebbaren Unterschied in einem zunehmend volatilen Umfeld möglich machen.

The new 5th edition of this bestselling text, used by nearly 25,000 students in over 50 different countries, retains its practical yet strong theoretical approach and is now updated to include new material on integrated reporting and CSR communications.

Discover the most progressive thinking about organizations today as acclaimed author Richard Daft balances recent, innovative ideas with proven classic theories and effective business practices. Daft's bestselling ORGANIZATION THEORY AND DESIGN presents a captivating, compelling snapshot of contemporary organizations and the concepts driving their success. Recognized as one of the most systematic, well-organized texts in the market, the 13th edition of ORGANIZATION THEORY AND DESIGN helps both future and current managers thoroughly prepare for the challenges of today's business world. This revision showcases some of the most current examples and research alongside time-tested principles. Readers see how many of today's well-known organizations thrive amidst a rapidly changing, highly competitive international environment. New learning features provide opportunities for readers to apply concepts and refine personal business skills and insights. Important Notice: Media content referenced within the product description or the product text may not be available in the ebook version.

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Provides a new way of thinking about parties formed by social movements, and their evolution over time.

This open access handbook, the first of its kind, provides a comprehensive and carefully curated multidisciplinary and genre-spanning view of the state of the field of Critical Menstruation Studies, opening up new directions in research and advocacy. It is animated by the central question: "what new lines of inquiry are possible when we center our attention on menstrual health and politics across the life course?" The chapters—diverse in content, form and perspective—establish Critical Menstruation Studies as a potent lens that reveals, complicates and unpacks inequalities across biological, social, cultural and historical dimensions. This handbook is an unmatched resource for researchers, policy makers, practitioners, and activists new to and already familiar with the field as it rapidly develops and expands.

This reference handbook tackles issues relevant to leadership in the realm of the environment and sustainability.

This collection of essays emphasizes new and emerging research paradigms in the communication world. It provides researchers and practitioners with new paradigms in the form of ideas, concepts, trends, values and practices in the communication realm. In addition, the contributions here examine current, emerging, and cutting-edge approaches to communication in the broadest sense. The focus of this book is to provide an in-depth understanding of the phenomenon of continuous and rapid growth of new communication means, shifting from the traditional unidirectional sharing of information to multidirectional

sharing channels. This collection will provide students, scholars and practitioners alike with readable, engaging and innovative ways to think critically about communication.

There are, in simple terms, three principal kinds of capital that come necessarily into play when a society is evolving towards improving the lives, livelihoods, and qualities of life of its people. The first form of capital is financial – this normally includes physical forms of invested money in plant,

buildings, and infrastructure. The second form of capital is human – seen simply as the level and range of skills and capabilities that are available for use in the society. When people are literate, numerate, skilled, experienced, informed, cooperative, and inquisitive, they and their societies can do much more. The third form of capital is social. Here cooperativeness shows its effects, and the rules of how that works vary greatly between societies. It is

the second of these elements, human capital, that is the main focus of this book, but it overlaps with social capital extensively in these accounts and can only be understood in terms of its connections into the wider societal system. The varying patterns of its workings and influence in different Asian contexts are explained against the background of a theory of societal progress. This book was originally published as a special issue of the Asia Pacific Business Review.