“A highly successful organisation is built on the strengths of exceptional people. No matter how much technology and mechanisation is developed, no organisation could survive and prosper without them”. --- Luszcz and Kleiner, 2001 The most important corporate resource over the next few years will be talent: smart, sophisticated business people who are technologically literate, globally astute, and operationally agile. And even as the demand for talent goes up, the supply of it will be going down. This seems to particularly hold true in case of the IT-ITES (Information Technology and Information Technology-Enabled Services) industry in India which requires high quality and highly skilled labour force to cater to the rapidly increasing global demand for software services but is currently facing an increasing shortage of skills supply. Moreover, due to shortages of skilled workers, high turnover rates, and rapid business growth in the service sectors, it has been noted that recruiting, selecting, and placing applicants are among the top three priorities of human resource professionals. Since the IT industry in India is faced with these three challenges, recruitment and selection comprises an important human resource practice in this industry. Further, in this industry, human resources comprise both the raw material and the 'technology', and are therefore of prime importance. As India completes the transition from being an agrarian economy to being a full-fledged, first-world economy, operating at the leading edge of contemporary technology, the IT sector is emerging as
major driver of the economy. The Indian IT industry comprises of domestic software and services firms as well as foreign firms looking to consolidate their presence in India owing to the increasing cost pressures in US and Europe. This has increased the need to setup in-house development centers or outsource to third-party service providers in low cost countries such as India. IT and IT enabled services include a wide range of services from back-office data entry and processing to customer contact services, corporate support functions, knowledge support functions and research and design activities. As per the latest Forbes Research, India now controls 44 per cent of the global offshore outsourcing market for software and back office services. As per Nasscom estimates, it is projected to grow to 51 per cent. If this growth is sustained, Nasscom has estimated that there will be a potential shortfall of above 2, 10,000 IT and ITES professionals in India by the year 2012 and demand will out-pace the supply. Though the Indian IT industry is in a strong position to leverage this global software opportunity (as India currently has one of the world’s largest, most qualified pools of scientific and engineering manpower), this growing global demand is not only for numbers but also for appropriately skilled, industry-oriented professionals as companies are further scaling their operations and offering high value-added services which involve higher levels of technology and more specialized, higher-end services. Hence, firms which want to maintain their competitive advantage have to carefully recruit and select the most suitable out of the large pool of available manpower. Moreover, according to a recent study by McKinsey & Co., although the potential supply of talent in low wage countries such as India is large and growing rapidly, only a fraction of the job candidates could successfully work at a foreign company on account of their limited suitability i.e. though there are many candidates with the technical skills to fill a position, they may not have the cultural skills to “fit in” with the organisation. The same issue is also faced by large globally competitive domestic Indian firms who are competing for the same pool of talent and skills as their foreign counterparts to remain competitive and survive in global and domestic markets.

Awarded second place in the 2013 AJN Book of the Year Awards in the Advanced Practice Nursing category ìFinally, a definitive financial management book geared to nursing professionals who need to know health care finance in non-CPA terms. Dr. Waxman has organized excellent authors who are knowledgeable about their topic and address the issues using real-life examples that make sense to nursing professionals0I am thrilled to see [that] Dr. Waxman has used her knowledge and skills in producing a book that has been on my to-do list for years.î -Roxanne Spitzer, PhD, MBA, RN, FAAN Editor in Chief, Nurse Leader Now more than ever, nurse leaders must be proficient in understanding the financial aspects of health care. This unique text, designed specifically for the DNP course in health care economics and finance, is the only book to embed economic and financial concepts in the context of nursing practice and nursing care systems. It offers a practical approach to business, finance, economics, and health policy that is designed to foster sound business and leadership skills within our complex health care system0skills that will enable the DNP graduate to improve the quality of health care delivery while reducing costs and improving outcomes. Key Topics Covered: Economics of health care ï Insurance coverage ï Reimbursement ï Policy ï Strategic planning ï Budgeting ï Quality ï Data analysis ï Ethics ï Entrepreneurship ï Marketing ï Business plan development ï Project management ï Grant writing ï Teaching financial management ï Global health Key Features: Offers multiple real-life examples Examines the economic and financial implications of evidence-based practice and quality improvement by focusing on ambulatory and acute care clinical research and quality initiatives Enables students to understand the cost of care as it relates to the quality of care and ethics Includes special section on finance for independent practitioners Incorporates critical thinking questions for students at different levels Addresses the required competencies designated in the AACN Essentials of Doctoral Education for Advanced Nursing Practice, as well as those set forth by the AONE
New and updated information on the laws and regulations affecting executive compensation. Now in a thoroughly updated Fourth Edition, The Compensation Committee Handbook provides a comprehensive review of the complex issues challenging compensation committees that face revised executive compensation disclosure regulations issued by the SEC, as well as GAAP and IFRS rulings and trends. This new and updated edition addresses a full range of functional issues facing compensation committees, including organizing, planning, and best practices tips. Looks at the latest regulations impacting executive compensation, including new regulations issued by the SEC, as well as GAAP and IFRS rulings and trends. Covers the selection and training of compensation committee members. Explores how to make compensation committees a performance driver for a company. Guides documentation requirements and timing issues. The Compensation Committee Handbook, Fourth Edition will help all compensation committee members and interested professionals succeed in melding highly complex technical information and concepts with both corporate governance principles and sound business judgment.

The research project identified and documented water utility practices that have resulted in successful Customer Information Systems (CIS) projects. The book provides utilities with direction and guidance about business practices that: properly define CIS requirements, effectively evaluate the alternatives and provide a solution, and implement methodologies. The project focused on the leading business practices with survey input from 378 large utilities, vendors, literature research and on-site visits.

This second edition of the handbook is a brief condensed account of Corporate and Social Ethics and has been prepared with special focus on its utility for Corporate Directors and the Boards. The handbook also includes Corporate and SEBI requirements applicable to directors in connection with Business Ethics. The objectives of this Handbook are: To illustrate the concept of Ethics with particular reference to business. To briefly discuss the scope of business ethics and the spectrum of ethical considerations relevant to business. To enumerate benefits of ethical practices to organizations. To highlight the role of directors to inculcate and maintain ethical practices in the organization. To present few lessons learnt. This Handbook is a ready reckoner for quick reference on Ethical Practices and issues, affecting the boardroom and the organization as a whole.

Security Analysis and Portfolio Management endeavours to provide concepts, text and cases for a course on Security Analysis and Portfolio Management, which is widely taught in the business schools around the world. It is consciously planned to help students to acquire knowledge, develop analytical skills and gain insights pertaining to how a fund manager strikes winning strategies for investment by using time-tested, validated and proven techniques which ranges from fundamental analysis to mundane mathematical models. The book is divided in four broad parts. Part One describes the global investment scenario, major investment decisions, and the dynamics of the securities markets. Part Two deals with the critical aspects of risk and return culminating in Capital Asset Pricing Model (CAPM). Part Three discusses the most important analysis in investment decisions, wherein good mathematical models are factored in and applied to live conditions through building up case analysis. Part Four deals with the exotic instruments of derivatives and its applications, where cutting-edge research around the globe is going on. The book is designed to meet the expectations of common investors as well as hard core professionals (fund managers) in putting the precious resources at risk for higher returns. New in this edition: The following chapters are added to make the book more result oriented, contemporary, focused and comprehensive. Dynamics of the Indian economy.
Fundamental Analysis: Valuation of companies "Performance of mutual fund in India" "Sub-prime crisis and securitization" "Private equity

This compendium presents the constitutional provisions and election laws of a number of selected Commonwealth countries in a user-friendly way. In order to make comparative analyses easier, wherever possible each legislative scheme is presented in a common format, highlighting those features which are considered to be a part of the essential framework of that scheme. Volume 1 covers election cases of note in Australia, Nauru, New Zealand, Papua New Guinea, Samoa, Solomon Islands, Tonga, Antigua and Barbuda, The Bahamas, Barbados, Belize, Canada, Dominica, Grenada, Guyana, Jamaica, St Lucia, St Vincent and the Grenadines, and Trinidad and Tobago.

This book is intended to provide independent directors and their advisors with an understanding of the primary legal and governance issues that have evolved in the corporate governance environment since the passage of the Sarbanes-Oxley Act in 2002. The text on the accompanying CD-ROM sourcebook offers hypertext linked footnotes to direct lawyers (or interested non-lawyers) to legal source material.

This book sheds light on good practices concerning boards of directors of state-owned enterprises. It draws on national practices from over 30 economies.

Since they were issued in 1999, the OECD Principles of Corporate Governance have gained worldwide recognition as an international benchmark for good corporate governance.

This paper assesses the degree to which the IMF governance is effective and efficient, and whether it provides sufficient accountability and channels for stakeholders to have their views heard. The focus is on institutional structures as well as on the formal and informal relationships between the IMF’s main bodies of governance: the Executive Board, Management, and the International Monetary and Financial Committee. The evaluation highlights that for much of the past six decades, gradual reforms in its governance allowed the IMF to remain relevant in a changing world economy.

The latest information on dermatology of exotic pet animals for the exotic animal veterinarian. Topics to be covered include diagnostic approach to dermatologic disease, behavioural dermatopathies, ectoparasites, bumblefoot, erythema multiforme in the ferret, yellow fungus disease, dermatitis of reptiles, viral skin diseases of the rabbit, dermal neoplasias in small animals and avians, dermatologic conditions involving the feet, beak and claws, viral dermatopathies of ornamental and pet fish, alopecia in the guinea pig, amphibian chytridiomycosis, sebaceous adenitis in rabbits, and more.

The books deal with various issues relating to Corporate Governance "CG" from a Middle Eastern Perspective with emphasis on Quantity Versus Quality. The books covers the following topics: - CG Quantity Versus Quality - CG for Government Companies - CG for Family businesses -Corporate Social Responsibility -CG in Islamic Banking -CG and Democracy -Board Committees -Directors compensation The books gives ways and means to apply best practices in Corporate Governance.

"As institutional investment has grown over the last 30 years, institutional investors increasingly have relied on proxy advisory firms. The proxy advisory industry in the United States consists of five firms-two of which are the largest and most dominant proxy advisory firms. Some members of Congress, industry associations, and academics have raised issues about proxy advisory firms' influence on voting and corporate governance,
the level of transparency in their methods, and the level of regulatory oversight. GAO was asked to review the current state of the proxy advisory industry. This report discusses (1) the influence proxy advisory firms may have on voting and corporate governance, (2) how firms develop and apply policies to make vote recommendations, and (3) SEC's oversight activities. GAO reviewed literature; analyzed the proxy advisory firms' policies and SEC policies and examinations; and interviewed the 5 proxy advisory firms, 13 institutional investors, 11 corporate issuers, SEC officials, and industry stakeholders. GAO randomly selected corporate issuers from Standard and Poor's indexes and judgmentally selected institutional investors (based on size and type of investor) from industry associations' information.

Written by eminent authorities in nutrition and dietetics, this unique text explores controversial and challenging issues that dietitians must deal with in clinical practice. Topics addressed include the economics of dietetic patient care, the dietetic professional's role on the healthcare team, the impact of emerging sciences on nutrition practice, and international nutritional guidelines. The book encourages students and practitioners to reevaluate the dietitian's role and examine viewpoints that vary from traditional approaches in nutrition practice. Issues to Ponder boxes provide interesting questions and topics for further exploration and discussion. More than 95 graphs and tables illustrate key concepts and synthesize important information.

Vols. for 1980- issued in three parts: Series, Authors, and Titles.

This report presents John Tiner's "Review of the National Audit Office's corporate governance". The head of the National Audit Office, the Comptroller and Auditor General (C&AG), is an Officer of the House of Commons appointed by the Queen, and is completely independent of Government and enjoys complete discretion over the discharge of his functions. The current C&AG has put in place a number of governance processes, but in their effectiveness these fall short of what is currently best practice. The NAO must remain independent, but work within systems of governance that are consistent with best practice, and follow relevant auditing and professional standards. The main proposals are: (1) the NAO should be formed as a body corporate with a governing board comprising a majority of independent non-executive directors. Its main functions should be to set the strategy of the Office, support and oversee the work of the C&AG, ensure the Office conducts its business in an economic, efficient and effective way and satisfy itself that the systems of governance and internal controls operate effectively and to the highest standards. (2) The Chief Executive (the C&AG) should have complete personal discretion as to the audit judgements he reaches and the presentation of those judgements to the Public Accounts Committee and other committees of Parliament as may be necessary. (3) Both the Chairman and Chief Executive of the NAO Board would be appointed by the Queen on a motion from the House of Commons. The Chairman and the other non-executives should be appointed for a term of 3 years renewable once. The Chief Executive should be appointed for a fixed term of 8 years which cannot be renewed.

Edenborough has written a comprehensive guide that examines the formal assessment methods used in both recruitment and performance management. He includes information on psychometric testing, structured interviews, the use of statistics, and more.

The impact of the economic downturn and the increase in financial scandals emerging from major corporations has generated a growing interest in governance issues and has emphasized the need for companies to be transparent in their dealings with shareholders and the markets. Although the issues in Asia are fundamentally similar to those in the rest
of the world, there are some crucial differences in the way in which Asian corporations acknowledge and confront these issues and in the political and legal frameworks under which they operate. Using examples of good and bad governance, Roche analyzes if the Asian approach to governance issues is unique. Business and finance students, as well as executives with an interest in Asian business or corporate governance will find this an authoritative and insightful guide to this complex and important topic.

This research-based book takes an organization-wide perspective to describe the governance and governmentality for projects in organizations. Governance of projects defines and directs the ways managers of projects, programs, and project portfolios carry out their work. Governmentality is the way the managers of these managers present themselves to those they lead. Governance and Governmentality for Projects starts with introducing existing theories, models and paradigms for governance and governmentality. It then develops a chronological framework of the ways governance and governmentality for projects is enabled in organizations, how it subsequently unfolds in organizations of different types and sectors, and the consequences of different governance approaches for project results, trust, control, and ethical issues in projects. Special emphasis is given to the link between corporate governance and the governance of project, programs and project portfolios. Three real-life case studies exemplify the research findings described in the book. Through its structure this book describes the development of governance and governmentality in the realm of projects from its organizational origins, via observable practices, to expected consequences of different implementations. Aimed at academics, post-graduate students in business and management, reflective practitioners, standards or policy developers, those in governance roles and others in need of a detailed knowledge of the spectrum of project related governance in organizations, this book will help develop a comprehensive understanding of the theoretical and practical underpinnings of the subject, their interaction, and implications for implementation. This allows for understanding and developing of both generic and idiosyncratic governance structures, such as those needed in project-based organizations.

From the Executive Summary: This study examines Canada's historical and recent experiences with inflation with the purpose of contributing towards a broader understanding of the forces which have kept inflation high since the early 1970s. The analysis is essentially descriptive in nature, examining the path of inflation during the postwar years, with particular emphasis on the 1970s, and examining the root cause of this inflation.

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