Research Handbook of Diversity and Careers

Research Handbook on New Frontiers of Equality and Diversity at Work

International Handbook at Work

Country Perspectives On Diversity And Equal Treatment Elgar Original

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Acclaim for the first edition: 'Handbook of Research in International Human Resource Management represents a welcome contribution to IHRM literature and will be required readings for both novices and veteran researchers.' - Dana B. Minbaeva, British Journal of Industrial Relations '... a rich array of contributors including some of the biggest names in the field.' - Roger Bell, Delta Intercultural Academy The second edition of this Handbook provides up-to-date insight into groundbreaking research on international human resource issues today. These issues are faced by multinational companies which can be as small as one person with a computer and Internet connection or as large as a medium-sized country. Written by the field's most distinguished researchers, the book will stimulate thought for new research and provide a glimpse of where we have been and where we are going. The book explores issues such as the importance of linking IHRM activities to organizational strategy and culture; talent management; staffing; performance management; leadership development; diversity management; international assignment and mobility issues; and the role of IHRM in the management of global teams and cross-border joint ventures, mergers and acquisitions. The Handbook illustrates that IHRM research is both theoretically deep and eclectic. Drawing upon a range of paradigms and perspectives this compendium will prove invaluable for HRM scholars, doctoral students, and other interested in IHRM research.

Spanning five continents, this cutting-edge book provides a thorough international overview of equality, diversity and inclusion at work. Analysing the demographics of the workplace and the economic outcomes achieved by different segments of the population, it offers readers a better understanding of diverse work environments and how they are influenced by legislation and populations.

Diversity at Work: The Practice of Inclusion How can organizations, their leaders, and their people benefit from diversity? The answer, according to this cutting-edge book, is the practice of inclusion. Diversity at Work: The Practice of Inclusion (a volume in SIOP's Professional Practice Series) presents detailed solutions for the challenge of inclusion—how to fully connect with, engage, and empower people across all types of differences. Its editors and chapter authors—all topic experts ranging from internal and external change agents to academics—effectively translate theories and research on diversity into the applied practice of inclusion. Readers will learn about the critical issues involved in framing, designing, and implementing inclusion initiatives in organizations and supporting individuals to develop competencies for inclusion. The authors' diverse voices combine to provide an innovative and expansive model of the practice of inclusion and to address its key aspects at the individual, group, and organizational levels. The book, designed to be a hands-on resource, provides case studies and illustrations to show how diversity and inclusion operate in a variety of settings, effectively highlighting the practices needed to benefit from diversity. This comprehensive handbook: "Explains how to conceptualize,
operationalize, and implement inclusion in organizations. Connects inclusion to multiple dimensions of diversity (including gender, race, ethnicity, nationality, social class, religion, profession, and many others) in integrative ways, incorporating specific and relevant examples. Includes models, illustrations, and cases showing how to apply the principles and practices of inclusion. Addresses international and multicultural perspectives throughout, including many examples. Provides practitioners with key perspectives and tools for thinking about and fostering inclusion in a variety of organizational contexts. Provides HR professionals, industrial-organizational psychologists, D&I practitioners, and those in related fields—as well as anyone interested in enhancing the workplace—with a one-stop resource on the latest knowledge regarding diversity and the practice of inclusion in organizations. This vital resource offers a clear understanding of and a way to navigate the challenges of creating and sustaining inclusion initiatives that truly work. A division of the American Psychological Association and established in 1945, the Society for Industrial and Organizational Psychology (SIOP) is the premier association for professionals charged with enhancing human well-being and performance in organizational and work settings. SIOP has more than 7,000 members.

In today's fast changing, hyper-competitive environment, teamwork and co-operative working enhance the organisation's adaptive capability. The team, rather than the individual, is increasingly seen as the building block of organisations and a key source of competitive advantage. The International Handbook of Organisational Teamwork and Co-operative Working provides a clear focus on the psychological and social processes that can stimulate successful cooperation and teamwork. Michael West, Dean Tjosvold and Ken Smith have brought together the world's leading authorities from a range of social science disciplines to provide a contemporary review of established and emerging perspectives. Throughout the book, processes that both facilitate and obstruct successful cooperation and teamwork are detailed, alongside guidance on best practice and methodology. The challenging and alternative perspectives presented will inform future research and practice. The result is a systematic and comprehensive synthesis of knowledge from a range of disciplines that will prove invaluable to professionals, researchers and students alike. * A systematic and coherent framework which organizes and structures the knowledge in this field * An outstanding collection of authoritative "high profile" authors * Challenging, alternative perspectives that will stimulate and enlighten future research and practice * Selective, updated bibliographies of key literatures support every chapter, a valuable resource for students, trainers and practitioners

This comprehensive, four-volume work presents practical, up-to-date recommendations in areas impacting all job applicants and employees, including work/life balance, diversity management, performance, recruitment, training programs, and employee conflict.

In recent years the concept of 'diversity' has gained a leading place in academic thought, business practice and public policy worldwide. Although variously used, 'diversity' tends to refer to patterns of social difference in terms of certain key categories. Today the foremost categories shaping discourses and policies of diversity include race, ethnicity, religion, gender, disability, sexuality and age; further important notions include class, language, locality, lifestyle and legal status. The Routledge Handbook of Diversity Studies will examine a range of such concepts along with historical and contemporary cases concerning social and political dynamics surrounding them. With contributions by experts spanning Sociology, Anthropology, Political Science, History and Geography, the Handbook will be a key resource for students, social scientists and professionals. It will represent a landmark volume within a field that has become, and will continue to be, one of the most significant global topics of concern throughout the twenty-first century.

Optimal development of contemporary businesses is dependent on a number of factors. By creating novel frameworks for organizational behavior, effective competitive advantage can be achieved. The Handbook of Research on Organizational Culture and Diversity in the Modern Workforce is a comprehensive reference source for the latest scholarly content on components and impacts on effecting culturally diverse workplace environments. Highlighting a range of pertinent topics such as emotional intelligence, human resources, and work-life balance, this publication is ideally designed for managers, professionals, researchers, students, and academics interested in emerging perspectives on organizational development.

Since the first edition was published in 1997, HumanResources Management for Public and Nonprofit Organizations has become the go-to reference for public and nonprofit human resources professionals. Now in its fourth edition, the text has been significantly revised and updated to include information that reflects changes in the field due to the economic crisis, changes in federal employment laws, how shifting demographics affect human resources management, the increased use of technology in human resources management practices, how social media has become embedded in the workplace, and new approaches to HRM policy and practice. Written by Joan E. Pynes—a noted expert in public administration—this authoritative work shows how strategichuman
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resources management is essential for managing change in an increasingly complex environment. The book includes new material on workplace violence and employee discipline. Reviews updates on the legal environment of HRM. Contains suggestions for managing a diverse workforce. Offers a wealth of revised tables and exhibits updates the most recent developments in collective bargaining in the public and nonprofit sectors. Outlines the most current approaches to recruitment and selection. Presents an overview of recent information on compensation and benefits. Gives an update of the technological advances used for strategic human resources management. Provides examples of HRM policies from other countries. The book also includes an enhanced instructor's guide with examination questions, PowerPoint slides, experiential exercises, and video vignettes that are coordinated with chapters in the book.

"This book highlights innovative research, theoretical frameworks, and perspectives that are currently being used to guide the practice of leveraging diversity in multiple organizational settings."—Provided by publisher.

For every woman still bumping the glass ceiling and every man who cares, these volumes recount challenges female leaders face—and strategies that will smooth the path to managerial positions in corporate America and worldwide. Prepares both women and men to meet the challenges of today's global workforce. Shares up-to-date research about women leaders worldwide, including strategies for success. Provides an overview of gendered organizations to help readers understand organizational dynamics that prevent women from reaching their leadership potential. Discusses generational differences in perceptions of women leaders and managers. Offers best practices to assist organizations.

This Research Handbook offers, for the first time, a comparative approach to current diversity management concerns facing nations. Spanning 19 countries and across Africa, it covers age, gender, ethnicity, disability, sexual orientation, national origin, and the intersection of various dimensions of diversity. The multicultural and multi-country teams of contributors, leading scholars in their own countries, examine how the various actors react, adopt, and manage the different dimensions of diversity, from a multitude of approaches, from national to sectoral and from tribes to trade unions, but always with a comparative, multi-country perspective.

The development of any organization is deeply connected with the influences of its employees. By implementing new competencies in the workforce, both the employees and the business overall can thrive. The Handbook of Research on Human Factors in Contemporary Workforce Development is a pivotal source for the latest scholarly perspectives on social aspects and employee influences on modern business environments. Including a range of topics such as gender diversity, performance appraisal, and job satisfaction, this publication is an ideal reference for academics, professionals, students, and practitioners seeking content on optimizing development in contemporary organizations.

This book critically reviews state-religion models and the ways in which different countries manage religious diversity, illuminating different responses to the challenges encountered in accommodating both majorities and minorities. The country cases encompass eight world regions and 23 countries, offering a wealth of research material suitable to support comparative research. Each case is analyzed in depth looking at historical trends, current practices, policies, legal norms, and institutions. By looking into state-religion relations and governance of religious diversity in regions beyond Europe, we gain insights into predominantly Muslim countries (Egypt, Morocco, Tunisia, Turkey, Indonesia, Malaysia), countries with pronounced historical religious diversity (India and Lebanon) and into a predominantly migrant pluralist nation (Australia). These insights can provide a basis for rethinking European models and learning from experiences of governing religious diversity in other socio-economic and geopolitical contexts. Key analytical and comparative reflections inform the introduction and concluding chapters. This volume offers a research and study companion to better understand the connection between state-religion relations and the governance of religious diversity in order to inform both policy and research efforts in accommodating religious diversity. Given its accessible language and further readings provided in each chapter, the volume is ideally suited for undergraduate and graduate students. It will also be a valuable resource for researchers working in the wider field of ethnic, migration, religion, and citizenship studies.

This thoroughly revised second edition presents up-to-date analysis from various academic streams and disciplines that illuminate our understanding of employee voice from a range of different perspectives. Exploring the previously under-represented paradigm of the organizational behaviour approach, new chapters take account of a broader conceptualization of employee voice. Written by expert contributors, this Handbook explores the meaning and impact of employee voice for various stakeholders and considers the ways in which these actors engage with voice processes such as collective bargaining, individual processes, mutual gains, task-based voice and grievance procedures.

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Showcases the scope of international perspectives that exist on workplace diversity and defines this field. This book is a useful resource for students and academics of human resource management, organisational behaviour, organisational psychology and organisation studies.

This unique Research Handbook covers a wide range of issues that affect the careers of those in diverse groups: age, disability, gender, race, religion, sexuality and transgender, as well as appearance. International experts from a variety of backgrounds contribute chapters in their given fields, reviewing current thinking, practices, initiatives and developments within the field, as well as presenting a wide-ranging and holistic coverage of the topic.

'Diversity management has become fashionable as an extension of equal opportunity and affirmative action policies, but placing the emphasis more on organizational development and change. This Handbook covers no less than sixteen countries with a diverse range of issues, ranging from the caste system in India to the problems of migrants in the Netherlands. Each country is placed in an historical context and a range of policies dealing with gender, ethnic minorities, migrants, age, disability and sexuality are discussed. This Handbook will be essential reading for anyone concerned with human resources.' - Peter J. Sloane, Swansea University, UK

Greater workforce diversity and business trends make the management of such diversity an important challenge for organizational leaders. The Oxford Handbook of Diversity and Work offers a comprehensive review of current theory and research and stimulates thoughtful and provocative conversation about future study of diversity in the workplace.

Handbook of Diversity Management brings together a group of diversity practitioners and scholars to address a variety of topics that comprise the growing field of diversity management. The categories of topics include theoretical foundations, skill-based learning and professional issues. With a foreword by Taylor Cox, noted chapter contributors include R. Roosevelt Thomas, Marilyn Loden, Edward Hubbard, Judith Katz, Frederick Miller and other seasoned professionals in the diversity management field. The subject matter treated in the book goes beyond providing a comprehensive presentation of the field of diversity management by including practical application. Because it is practitioner focused, the Handbook of Diversity Management serves as a support tool for professionals who are faced with the challenge of managing diverse populations. Case studies and examples enhance each topic and the reader's learning. Thus, the book is an essential resource for human resource professionals, community leaders, researchers and scholars who need to know how to successfully navigate an increasingly diverse American workforce.

This Handbook on Diversity and Inclusion Indices critically examines many of the popular and frequently cited indices related to DEI benchmarking and progress tracking. The goal is to provide a better understanding of the indices' construction, strengths and weaknesses, intended applications, contribution to research and progress towards diversity and equity goals.

This second, updated and extended edition of the Handbook of Research on Comparative Human Resource Management draws on the work of many of the world's leading researchers in the field to present the state of the art to scholars, students and practitioners. The Handbook provides a detailed focus on the theoretical underpinnings of Comparative HRM, on comparative studies of specific areas of HRM practice and on the unique features of HRM in all the main regions of the world.

"Most comprehensive and authoritative account available of what innovation is, how it is measured, how it is developed, how it is managed, and how it affects individuals, corporations, societies and the world as a whole." - cover.

In recent years the concept of 'diversity' has gained a leading place in academic thought, business practice and public policy worldwide. Although variously used, 'diversity' tends to refer to patterns of social difference in terms of certain key categories. Today the foremost categories shaping discourses and policies of diversity include race, ethnicity, religion, gender, disability, sexuality and age; further important notions include class, language, locality, lifestyle and legal status. The Routledge Handbook of Diversity Studies will examine a range of such concepts along with historical and contemporary cases concerning social and political dynamics surrounding them. With contributions by experts spanning Sociology, Anthropology, Political Science, History and Geography, the Handbook will be a key resource for students, social scientists and professionals. It will represent a landmark volume within a field that has become, and will continue to be, one of the most significant global topics of concern throughout the twenty-first century.

This Handbook presents a comprehensive and contemporary compendium of the field of cross-cultural
management (CCM). In recognition of current trends regarding migration, political ethnocentrism and increasing nationalism, the chapters in this volume not only cover the traditional domains of CCM such as expatriation, global (virtual) teamwork and leadership, but also examine emerging topics such as bi/multi-culturalism, migration, religion and more, all considered from a global perspective. The result is a Handbook that acknowledges and builds on a variety of research traditions (from mainstream to critical), updates existing knowledge in relation to current challenges, and sets the direction for future research and developments, making this an invaluable resource for researchers in the field, and across related areas of international business, management, and intercultural relations. Part 1: Multiple Research Paradigms for the Study of Culture Part 2: Research Methods in Cross-Cultural Management Part 3: Cross-Cultural Management and Intersecting Fields of Study Part 4: Individuals and Teams in Cross-Cultural Management Part 5: Global mobility and Cross-Cultural Management Part 6: Developing Intercultural Competence

As an increasing number of individuals go to work in the nonprofit sector, nonprofit managers need support on how best to build their human resource management capacity. They need to know what systems to examine, what questions to ask, and how to ensure they are managing people in a legal manner and as effectively as possible given their particular resource constraints. Important questions include: Do we have a clear philosophy, one that aligns with our nonprofit mission and values and allows us to treat our employees as the professionals they are? How do we select, develop, and retain the best people who will produce high value, high performance work, and how do we do so with limited resources? How do we effectively manage our mix of volunteers and paid staff? What do we need to consider to ensure diverse people work together in a harmonious fashion? With all-new chapters written by the top scholars in the field of nonprofit HRM, these are but a few of the many questions that are addressed in this timely volume. These scholars delve into their particular areas of expertise, offering a comprehensive look at theories and trends; legal and ethical issues; how to build HRM from recruitment, management, labor relations, to training and appraisal; as well as topics in diversity, technology, and paid versus volunteer workforce management. This essential handbook offers all core topic coverage as well as countless insider insights, additional resource lists, and tool sets for practical application. With chapters grounded in existing research, but also connecting research to practice for those in the field, The Nonprofit Human Resource Management Handbook will be required reading for a generation of scholars, students, and practitioners of nonprofit human resource management.

'. . . fine compilation of essays dealing with international land and property taxation issues. . . . the book is well researched and readable in presenting the tax systems. . . . The book would be more than appropriate as additional reading for a master's level class in taxation. It could supplement an international tax class, or be used in a state and local tax class to present contrasts and complexities of the issue in other countries.' – Malichi van Tassell Tor, The Journal of the American Taxation Association '. . . this is quite an achievement. Thanks to the nature of the case studies and the contributing authors the volume is inherently international in its scope and should appeal to practitioners, teachers, and students interested in land and property taxation, international economic development, and land and real-estate studies.' – Scott Orford, Environment and Planning B: Planning and Design 'I have found the book International Handbook of Land and Property Taxation a very meaningful and enlightening book to read. The editors Bird and Slack have developed a theoretically sound framework, backed by economic conceptions in order to attempt a comprehensive treatment on tax administration on land and property. Speciﬁcally and yet more broadly, they have to their credit managed to throw light of sufﬁcient depth on key issues that include the tax base and rate, the tax burden and the tax policy decision makers. The international dimension is just as imperative to consider and the editors have effectively succeeded to render an in-depth treatment in this regard. This imperative is also a unique and important contribution to empirical real estate studies within the tax discipline, and the editors should be highly commended in this effort. I am very encouraged with the academic rigor of this book publication. . . . ' – David Ho, Journal of Property Investment and Finance Taxes on land and property exist all over the world in many forms and are an important source of finance for local governments. The extent to which local governments have control over property taxes is often an important determinant of their ability to make autonomous expenditure decisions. This comprehensive Handbook explores case studies of land and property taxation in 25 countries (ﬁve in each of ﬁve regions – OECD, central and eastern Europe, Asia, Africa, and Latin America), and focuses on the potential contributions of the property tax to the revenues of urban and rural governments and to more efﬁcient land use. Introductory chapters highlight the diversity in the application of land and property taxes among the countries. Major policy alternatives with respect to taxing land and property are discussed, including the choice of tax base, exemptions, methods of determining the tax base, tax rates, differential treatment of different classes of property (such as farms, residences, commercial properties), and the process of tax administration. Other taxes levied on land, such as land transfer taxes, development charges and unearned increment taxes, are also reviewed, as is recent experience with property tax reform in a number of countries. This major reference work will provide a valuable resource and
necessary addition to the libraries of government officials, municipal associations, property assessors, international agencies, teachers and students of public finance.

The Oxford Handbook of Talent Management offers academic researchers, advanced postgraduate students, and reflective practitioners a state-of-the-art overview of the key themes, topics, and debates in talent management. The Handbook is designed with a multi-disciplinary perspective in mind and draws upon perspectives from, inter alia, human resource management, psychology, and strategy to chart the topography of the area of talent management and to establish the base of knowledge in the field. Furthermore, each chapter concludes by identifying key gaps in our understanding of the area of focus. The Handbook is ambitious in its scope, with 28 chapters structured around five sections. These include the context of talent management, talent and performance, talent teams and networks, managing talent flows, and contemporary issues in talent management. Each chapter is written by a leading international scholar in the area and thus the volume represents the authoritative reference for anyone working in the area of talent management.

The economic growth of emerging markets has been unparalleled in recent history, accounting for 50 per cent of global economic output. Despite this reality, this much-needed Handbook is the first contemporary book on human resource management (HRM) res

It is only through understanding diversity that businesses can achieve equality and cohesion in the workplace. Ozbilgin and Tatli's Global Diversity Management focuses extensive original research through a critical approach and arrives at a comprehensive real-world perspective of diversity in competitive organizations.

This book critically examines current workplace diversity management practices and explores a nuanced framework for undertaking, supporting, and implementing policies that equally favor all people. It presents critical perspectives that not only elevate respect for differences but also provide insights into the nature and dynamics of differences in view of an inclusive and truly participative organizational environment. The book first presents a brief overview of the connotations associated with workplace diversity and its effective management. Next, it focuses on the organizational appropriation of differences through the formation and mediation of various diversity discourses. It demonstrates the particular articulations of these discourses with inequality and oppressive structures that perpetuate structural disadvantage due to existing power disparity between dominant and unprivileged group members. The book then goes on to underscore the need of constructing relational and context-sensitive diversity management frameworks. Overall, the book outlines that current business cases for diversity focus solely on instrumental goals and tangible outcomes and, as a result, fail to fully capture the complexity as well as the particularity of the diversity phenomenon. The book underlines the necessity for a more inclusive paradigm, implying a progressive problem-shift in the dominant diversity research agenda from a market-driven business-oriented diversity management to one highly valuing, affirming, and respecting otherness.

The Oxford Handbook of Contextual Approaches to Human Resource Management provides both conceptual and empirical analyses using a range of different lenses in order to provide a detailed examination of how context affects the design and implementation of HRM activities.

Description of the foundations of organizing and managing diversities, and multidisciplinary, intersectional and critical analyses on key issues.

Spanning five continents, this cutting-edge book provides a thorough international overview of equality, diversity and inclusion at work. Analysing the demographics of the workplace and the economic outcomes achieved by different segments of the population, it offers readers a better understanding of diverse work environments and how they are influenced by legislation and populations. Grounded in theoretical and legal frameworks and supported by primary and secondary research, the Research Handbook highlights which dimensions of diversity and equality at work should be addressed. Chapters cover topics such as gender inequality and the underrepresentation of women in managerial positions, non-discrimination employment legislation, the labour participation of persons with disabilities and more. Focusing on previously under-researched countries across the world, from Bosnia and Herzegovina and Chile to Lebanon, Morocco, Singapore and several others from the Global South, this Research Handbook offers a fresh perspective on key issues within the workplace. This Research Handbook will be key reading for academics and graduate students in management, industrial relations, public policy and sociology looking to develop their knowledge of equality, diversity and inclusion in an organisational context and in under-researched countries. It will also be of great benefit to policy makers and employers in government, civil society and the private sector who wish to increase diversity and improve their equality and inclusion policies and practices in the workplace.
Best-managed crises can bring positive recognition and enhance an organization’s value; worst-managed crises can snuff its viability. Numerous books have been written on the topic, but many lack rigor: prescriptions are untested and quick fixes are based on elevating the readers’ fears. The International Handbook of Organizational Crisis Management reflects the latest understanding of this field from prominent scholars and practitioners around the globe. Pushing the boundaries of crisis management research and practice, this book offers new frameworks and findings that capture insights and guidance for researchers and executives. Today’s crises require no less. Novel and poorly understood technologies, globalization, changing political climates, and a shifting social landscape are just a few of the forces currently changing the ways in which organizations experience crises. The International Handbook of Organizational Crisis Management is a grounded cross-section of informed perspectives, a leading edge overview of the field of crisis management that will be useful to researchers and thoughtful practitioners.

In recent years diversity and its management has become a feature of modern and postmodern organizations. Different practices have spread around the globe focusing on the organizing and management of inclusion and exclusion of different groups such as men and women, heterosexual and homosexuals, persons with different racial and ethnic background, ages, and (dis)abilities. However, although increasingly recognized as important, the discourses of diversity are multifaceted and not without controversy. Furthermore, diversity management practices have the potential to reproduce both inclusion and exclusion. This book presents the foundations of organizing and managing diversities, offers multidisciplinary, intersectional, and critical analyses on key issues, and opens up fresh perspectives in order to advance the diversity debate. The contributors are a team of leading diversity scholars from all over the world.

Globalisation and efforts for equality nowadays go together with the debate on differences and diversity within countries, societies and organisations. With regard to the educational system in most European countries similar trends can be observed recently: an increasing educational success of women and their growing participation in the labour force, the changing age structure of students due to the demographic change, efforts to improve the situation of handicapped people in education, and the consequences of international migration movements for the educational system. Thus ‘diversity’ and ‘diversity management’ have become very popular topics in educational research and policy all over Europe. This book is the documentation of an international workshop of researchers from Poland, Germany and France. It combines articles on ‘diversity’ from different disciplines. With its interdisciplinary and international, i.e. European, perspective, it leads to a better understanding of the phenomenon. It can improve the ‘diversity competence’ in research and training and is particularly appropriate for international study programmes.

International Perspectives on Equality, Diversity and Inclusion examines the complex nature of equality, diversity and inclusion in the world of work through interdisciplinary, comparative and critical perspectives. Authors are encouraged to provide cross-national and multi-dimensional insights through comparative analysis and to bring insights from across the disciplines of social sciences and humanities. The series elicits critical scholarship through its focus on structures of inequality in relations of power in exploring issues of EDI at work.

Equality, diversity and inclusion (EDI) have become features of organizations as a result of both legal and societal advances, as well as neoliberal economic reasoning and considerations. Current research approaches frequently fall short of addressing the challenges faced in EDI research, and this benchmark Handbook brings up to date coverage of research methods in EDI, and advances the development of research in the field.

The second edition of this important reference work provides important updates and new perspectives on the cases constituting the first edition as well as including contributions from a number of new countries: Australia, Finland, Japan, New Zealand, N

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