



MANAGEMENT AND SEVENTH EDITION BUSINESS RESEARCH

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specific challenges for HRM that stem from the management of several contradictory bottom lines in NPOs but it also highlights the opportunities that distinguishing nonprofit features create for the development and implementation of HR practices By illustrating how NPOs can invest in learning and adapting processes that aid them in the alteration of HRM this book is an essential resource for those involved in designing implementing and studying HRM in NPOs **ECRM 2019**18th European Conference on Research Methods in Business and Management Prof. Anthony Stacey, 2019-06-20

Knowledge Management in Organizations Donald Hislop, Rachelle Bosua, Remko Helms, 2018 The most comprehensive and critical textbook on knowledge management in an accessible concise format The Role of Organisational Change Management in Offshore Outsourcing of Information Technology Services T. R. Ramanathan, 2009-03 This research study seeks to understand the nature of organisational change with respect to offshore outsourcing of information technology services in a multinational pharmaceutical company and to examine the effectiveness of approaches used to manage this change so that lessons may be drawn from these experiences Despite the abundant literature on effective organisational change management the key factors that need to be managed properly at different stages of the offshore outsourcing process are not well understood The research adopts a processual view to paint a broad picture of the issues involved in these different stages A generic process model of change based on the review of the change literature was first developed to represent how change was intended to occur This model focuses on the following four stages in the change process context diagnosis and planning implementation and institutionalisation. The research employs an interpretive case study approach and draws on fieldwork from three independent information systems departments cases of the company where offshore outsourcing programmes were implemented Qualitative data from semi structured interviews direct observation and document analysis are analysed by applying the generic process model to produce a detailed account of the way in which change was managed in the case organisations. The findings reveal that a combination of contextual factors both external and internal to the company influenced the adoption and use of offshore outsourcing in the case organisations Externally the economic forces were found to be the main catalyst for the change while internally the role of the executive leadership and the lack of internal resources further explain the motivations behind the adoption of offshore outsourcing The study illustrates that achieving successful outcomes from offshore outsourcing activities critically depends on the organisation adequately addressing a number of factors such as conveying a sense of urgency developing and communicating the vision identifying the benefits of change and how they will be delivered generating short term wins providing education and training developing a fit between the change and organisational culture etc throughout the change process The findings also highlight the effects of offshore outsourcing on the case organisations including change in job roles and responsibilities and organisational learning activities that enable corrective actions to improve change management efforts An important contribution of this research is the development of a model providing a more comprehensive understanding of the change

process associated with the implementation of offshore IT outsourcing Recommendations for policy makers and change managers to improve change management practice based on the research findings as well as recommendations for further research form a significant part of the conclusions Research Methods for Business Students Mark N. K. Saunders, Mark Saunders, Philip Lewis, Adrian Thornhill, 2000 Research Methods for Business Students This text provides students with the necessary knowledge and skills for the successful completion of a piece of business research Written as a self study guide the student is taken step by step through the research process while real life case studies worked examples and student activities bring to life the realities of undertaking business research The second edition has been written against a background of rapid change The availability of powerful analysis software and the accessibility of the Internet provide more sophisticated means of accessing and analysing data and also exciting new avenues for research Furthermore the body of knowledge on research methods has expanded since the first edition This edition has therefore been fully updated to take account of these changes Now in two colour this is a comprehensive effective and accessible learning resource Features new to the second edition Focus on utilising new technologies Inclusion of relevant Internet addresses Advice on use of on line surveys Worked examples and case studies have been updated Additional worked examples and diagrams Fully revised section on research s

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Management & Business Research Mark Easterby-Smith, 2015-04-01

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