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In this well informed, insightful and comprehensive study, Mario Fernando critically explores the complex and multiform interplay of management theory and practice, personal biographies, theologies of faith and cultural dynamics in order to elaborate and advance a coherent theory of spiritual leadership. George Gotsis and Zoe Kortezi, Entrepreneurship and Innovation In this example of science and theory meeting emerging reality, Mario Fernando delves into the complex dimensions of the interplay of the science of management, theologies of faith, and the dynamics of culture to first understand and then construct and advance a theory of spiritual leadership. With real world insights and reflections from himself and others, he addresses theory to practice implications and cautions against creating just another fad. This insightful and thought-provoking book provides a timely read and focus for reflection for organizational leaders concerned with success in the new age economy and global society, and who seek a path to understand their own personal and pragmatic spiritual leadership grounding. Gary D. Geroy, Colorado State University, US The book will be an important contribution to the literature and will certainly open up some new avenues of research and inquiry. Ralph L. Piedmont, Loyola College in Maryland, US Although interest in workplace spirituality continues to soar, the literature and empirical research on non-Western, non-Christian spirituality in entrepreneurship and leadership is almost non-existent. Mario Fernando’s unique study fills the gap in the literature, exploring cross-cultural and religious distinctions of the contemporary meaning and enactment of spirituality in organizations. Case studies of thirteen influential, spiritually motivated Buddhist, Hindu, Christian and Muslim entrepreneurs are used to explore the significant impact of religion upon the management and leadership of an organization. The book concludes that although each entrepreneur’s outward practice of spiritual leadership conformed to personal religious beliefs, these practices had two common aims: a connection with self, others and/or an ultimate reality, and a need to direct and motivate self and/or others to develop an organizational culture founded on a sense of shared community. This unique and fascinating work will strongly appeal to entrepreneurship, leadership and business and management researchers and scholars with a particular interest in the interplay between entrepreneurship and spiritual leadership. Now in its tenth edition, Contemporary Strategy Analysis continues its tradition of accessibility, practicality, and real-world relevance to graduate and undergraduate students around the world. Focusing on strategic analysis, value creation, and implementation, this book provides a rigorous grounding in essential principles while offering up-to-date perspectives based on practices used at leading companies across industries and borders. Comprehensive coverage merges theory and application through new and updated cases, and the discussion surrounding business policy, business strategy, and the business environment links concept to context for a holistic understanding of the mechanisms at work. To keep pace with the field’s constant evolution, this new edition has been revised to reflect the current business landscape with expanded coverage of critical topics including disruption,
innovation, technology, and other factors impacting strategic planning and implementation. Global perspectives throughout highlight the dynamic nature of strategic management in the face of borderless business, equipping students with the well-rounded knowledge base the future of business demands. Strategic Management: A Stakeholder Approach was first published in 1984 as a part of the Pitman series in Business and Public Policy. Its publication proved to be a landmark moment in the development of stakeholder theory. Widely acknowledged as a world leader in business ethics and strategic management, R. Edward Freeman's foundational work continues to inspire scholars and students concerned with a more practical view of how business and capitalism actually work. Business can be understood as a system of how we create value for stakeholders. This worldview connects business and capitalism with ethics once and for all. On the 25th anniversary of publication, Cambridge University Press are delighted to be able to offer a new print-on-demand edition of his work to a new generation of readers. 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 developed 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 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. Corporate social responsibility has grown into a global phenomenon that encompasses businesses, consumers, governments, and civil society, and many organizations have adopted its discourse. Yet corporate social responsibility remains an uncertain and poorly defined ambition, with few absolutes. First, the issues that organizations must address can easily be interpreted to include virtually everyone and everything. Second, with their unique, often particular characteristics, different stakeholder groups tend to focus only on specific issues that they believe are the most appropriate and relevant in organizations’ corporate social responsibility programs. Thus, beliefs about what constitutes a socially responsible and sustainable organization depend on the perspective of the stakeholder.
Third, in any organization, the beliefs of organizational members about their organization's social responsibilities vary according to their function and department, as well as their own managerial fields of knowledge. A Stakeholder Approach to Corporate Social Responsibility provides a comprehensive collection of cutting-edge theories and research that can lead to a more multifaceted understanding of corporate social responsibility in its various forms, the pressures and conflicts that result from these different understandings, and some potential solutions for reconciling them. This book provides a business-oriented analysis of the United Nations (UN) Sustainable Development Goals (SDG). In order to assess their impact on businesses and corporations, the book addresses all 17 goals and a broad range of industries. Gathering contributions from Africa, Europe and Asia, it presents both critical reviews and case studies. In turn, the book seeks to predict likely developments during the next decade. To do so, it examines evidence from today's business world and how companies and corporations have been adopting the SDGs since their release. In this regard, it discusses the changes that will be required and how the agenda will affect the continent’s development path. An underlying theme throughout the book is the role of monetary value and investment for sustainable development: whether through financing, enhanced turnaround resulting from a more educated population, or more socially innovative entrepreneurs.

Management: An Introduction provides a comprehensive account of the themes and functions of management. Aimed at the first-time student of the subject, this is an accessible and academically rigorous text which brings the topic to life with a wide range of appealing and readily identifiable examples. Throughout her life, Gabrielle Chanel was close to the greatest artists of her time, including poets Jean Cocteau and Pierre Reverdy, painters Pablo Picasso and Salvador Dalí, and composer Igor Stravinsky. The creative heritage of the House of CHANEL has continued throughout the decades, from Gabrielle Chanel to Karl Lagerfeld, in the form of a dialogue established between artists and authors. The impact of these individuals and others on Chanel’s designs is explored in detail throughout the book. Paintings, sketches, letters, documents, and rare archival photographs illustrate the influence of different eras and inspirations on the clothing, jewelry, and perfumes that have shaped fashion throughout the decades. Moving from the little black dress to the women’s suit to CHANEL No5, CULTURE CHANEL explores the bold path of a brand that has always known how to express the essence of its times, a fashion house that continues to be an enduring symbol of modernity. Bringing together normative and instrumental CSR conceptualizations, practice based examples and international case studies, this edited volume brings together important contributions on the conceptualizations of CSR post financial crisis. Including coverage of a variety of practices in developing and developed contexts, industry-specific activities, business ethics and sustainable development issues, Corporate Social Responsibility in the Post-Financial Crisis brings together a variety of perspectives to provide knowledge and understanding across contexts. Islam provides a basis and guideline for living one's life. Within this, there is a very detailed concept of ethical and social behavior which allows us to deduce that the concept of social responsibility automatically has a role in Islam. This is a critical point that must be firstly understood as the role of moral ethics has been underpinned in Islam for over 1400 years whilst the concept of CSR remains relatively new for businesses today. The scope of this book is to briefly outline some of the major aspects of Islam which give consideration for businesses and their push towards Corporate Social Responsibility. It considers the belief system of Islam and how this belief has a significant underpinning of social behavior. Arguably, the Human Resources (HR) function is the key partner in embedding Corporate Social Responsibility (CSR) and Sustainability initiatives in any organisation, as this can be achieved only when a company educates, engages and empowers its entire workforce. This book goes even further and proposes that the HR function has a responsibility to be proactive in leading the way in establishing a company-wide CSR-enabled culture. And, yet, this is not happening. HR managers are preoccupied with their traditional roles of organizational development, recruitment, training and compensation, and are failing to see the opportunities that CSR brings for them as professionals and for their organizations. CSR for HR has been designed to change the game. It provides HR managers with a thorough understanding of the drivers and principles of CSR and a practical step-by-step guide to the way CSR interfaces with every HR function. Recruitment, compensation, training, employee communications, employee well-being, health & safety, employee rights, involvement in the community, and employee impacts on the environment are all discussed from the CSR–HR standpoint, with many clear examples showing how HR can leverage CSR strategies to deliver
greater benefit for the business, for employees, for society, for the environment and, ultimately, for HR professionals themselves. The HR function plays a critical role in embedding a values-based, strategic CSR mindset and establishing an organizational culture that meets the needs of today's stakeholders. HR professionals who understand this and adapt accordingly will reap the benefits. The book explains why, how and what to do next, offering detailed advice, tools, a roadmap to get started and hundreds of tips from companies around the world, including original content from HR managers of large corporations. Written from the standpoint of an HR professional waking up to the strategic possibilities of incorporating CSR in her day-to-day role, the book has an easy and engaging style, ideal for the busy managerial reader. CSR for HR is both a wake-up call and a toolkit and will be essential reading for practitioners in both HR and CSR, as well as being a sought-after teaching resource for both executives and students.

Can a good company become a great one and, if so, how? After a five-year research project, Collins concludes that good to great can and does happen. In this book, he uncovers the underlying variables that enable any type of organization toThe role of HRM in developing sustainable business organizations is increasingly attracting attention. Sustainability can be used as a principle for HRM itself and the tasks of Sustainable HRM are twofold. On the one hand it fosters the conditions for individual employee sustainability and develops the ability of HRM systems to continuously attract, regenerate and develop motivated and engaged employees by making the HRM system itself sustainable. On the other hand Sustainable HRM contributes to the sustainability of the business organizations through cooperation with the top management, key stakeholders and NGOs and by realising economic, ecological, social and human sustainability goals. This book provides a comprehensive review of the new area of Sustainable HRM and of research from different disciplines like sustainable work systems, ergonomics, HRM, linking sustainability and HRM. It brings together the views of academics and practitioners and provides many ideas for conceptual development, empirical exploration and practical implementation. This publication intends to advance the international academic and practice-based debates on the potential of sustainability for HRM and vice versa. In 19 chapters, 26 authors from five continents explore the role of HRM in developing economically, socially and ecologically sustainable organizations, the concept of Sustainable HRM and the role of HRM in developing Sustainable HRM systems and how sustainability and HRM are conceptualized and perceived in different areas of the world.

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 Kagıt, Ketchum, MAS Holdings, Newmont Mining Corporation, NIKE Inc, Novartis, Sasol, Royal Dutch Shell, Starbucks, Titan Industries, Volkswagen and Westpac Banking Corporation. The supply chain is at the heart of every successful business organization's decision-making process. This textbook explains how to create a winning supply chain management strategy by spotlighting how senior executives in European and US companies have turned their supply chains into strategic weapons designed to convert threats, risks and outside pressures into competitive advantages. Strategic Supply Chain Management contains twenty real-world cases, all of which have been field researched by a top author team and tested out in the classroom. Each case adopts an executive leadership perspective to illuminate the real dilemmas faced by managers. The authors draw on their extensive classroom and industry experience to ensure that the writing style is geared towards an executive education readership. This elite case package will provide a complete teaching resource and authentic learning experience for MBA and executive education classes in Supply Chain Management throughout the world. This book comprehensively describes social responsibility and sustainable development, with contributions from scientists and representatives from industry working in the field. The papers are innovative, cross-cutting and many share practice-based experiences, some of which may be replicable elsewhere. Prepared by the Inter-University Sustainable Development Research Programme (IUSDRP) and the World Sustainable Development Research and Transfer Centre (WSDRTC), it reiterates the current need to promote social responsibility. Social responsibility and sustainable development are two different concepts, whose integration over the years has led to significant advances in the way enterprises see and perceive their operations. It is not only about policies or steps taken to meet legal requirements, but is also about social equality and environmental accountability, also bearing in mind the links with eco-efficiency, innovation, and the health and wellbeing of workers. According to ISO 26000, social responsibility is the responsibility of
an organisation for the impacts of its decisions and activities on society and the environment, through transparent and ethical behaviour that: a) contributes to sustainable development, including health and the welfare of society b) takes into account the expectations of stakeholders c) is in compliance with applicable law and consistent with international norms of behaviour d) is integrated throughout the organisation and practised in its relationships. But even though the relations between social responsibility and sustainability are strong, it is still necessary to encourage organisations to adhere to, or at least follow the principles of sustainable development in their operations, giving something back to the community. As such, there is a need for a better understanding of how social responsibility is related to sustainable development, and of the identification of processes, methods and tools that may help the integration of these two important elements. There is also a real need to showcase successful examples of how to structure behaviour and institutional practice in line with the sustainability challenges we face today. Chapter [Reviewing the Stakeholder Value Creation Literature: Towards a Sustainability Approach] is available open access under a Creative Commons Attribution 4.0 International License via link.springer.com.Managing Corporate Social Responsibility offers a strategic, communication-centred approach to integrating CSR into organisations. Drawing from a variety of disciplines and written in an highly accessible style, the book guides readers in a focused progression providing the key points they need to successfully navigate the benefits and implications of managing CSR. Chapters are organized around a process model for CSR that outlines steps for researching, developing, implementing, and evaluating CSR initiatives. Emphasizes stakeholder engagement as a foundation throughout the CSR Process Model. Discusses ways to maximize the use of social media and traditional media throughout the process. Offers international examples drawn from a variety of industries including: The Forest Stewardship Council, Starbucks Coffee, and IKEA. Draws upon theories grounded in various disciplines, including public relations, marketing, media, communication, and business. This book deals with the role of international standards for corporate governance in the context of corporate social responsibility. Based on the fundamentals of moral theory, the book examines governance and CSR in general, addressing questions such as: Is “good governance” not affected by moral concerns? How do the principles and practices of CSR standards adhere to or conflict with insights from business ethics and moral theory? To what extent do the standards and governance models provide normative guidance? Do the standards and governance guidelines provide an adequate means of benchmarking and auditing? Are these standards a help or a hindrance to stakeholder engagement and transparency? The book provides insightful and thought-provoking answers to these and many other important questions concerning CSR standards, and offers a valuable resource for practitioners, academics and students at business schools and other institutions. Corporate Social Responsibility (CSR) is an important issue in contemporary business, management and politics, especially since the launch of the United Nations Global Compact in 2000 as an initiative to encourage businesses worldwide to adopt sustainable and socially responsible policies, and to report on them. This book examines the theory and practice of CSR in Asia. The philosophical and ideological underpinnings of CSR are rooted in Anglo-American and European principles of liberal democratic rights, justice and societal structures. This book not only considers the impact of Western CSR practices in Asia, but also provides much needed Asian perspectives on this issue. It investigates the operation of CSR in different countries across Asia, including China, Japan, Malaysia, Thailand and Bangladesh - comparing the different meanings given to CSR, and the varying degrees of success experienced in different national contexts. This book argues if CSR is ever to revolutionize the manner in which we trade then it is needs to open itself up to the full variety of social responsibility as it occurs around the world. The book re-maps and refines debates about CSR as a global phenomenon, and will be of great value to professionals making strategic decisions in the global business environment. Should business strive to be socially responsible, and if so, how? The Debate over Corporate Social Responsibility updates and broadens the discussion of these questions by bringing together in one volume a variety of practical and theoretical perspectives on corporate social responsibility. It is perhaps the single most comprehensive volume available on the question of just how "social" business ought to be. The volume includes contributions from the fields of communication, business, law, sociology, political science, economics, accounting, and environmental studies. Moreover, it draws from experiences and examples from around the world, including but not limited to recent corporate scandals and
controversies in the U.S. and Europe. A number of the chapters examine closely the basic assumptions underlying the philosophy of socially responsible business. Other chapters speak to the practical challenges and possibilities for corporate social responsibility in the twenty-first century. One of the most distinctive features of the book is its coverage of the very ways that the issue of corporate social responsibility has been defined, shaped, and discussed in the past four decades. That is, the editors and many of the authors are attuned to the persuasive strategies and formulations used to talk about socially responsible business, and demonstrate why the talk matters. For example, the book offers a careful analysis of how certain values have become associated with the business enterprise and how particular economic and political positions have been established by and for business. This book will be of great interest to scholars, business leaders, graduate students, and others interested in the contours of the debate over what role large-scale corporate commerce should take in the future of the industrialized world. An extensive process of market research & product development has formed the basis for this new edition. It covers all of the underlying concepts, processes of development & analytical methods of corporate strategy within a variety of organisations. Described as "Who owns whom, the family tree of every major corporation in America," the directory is indexed by name (parent and subsidiary), geographic location, Standard Industrial Classification (SIC) Code, and corporate responsibility. Presenting ideas for how business can lead the way in deriving the good from globalisation, this book makes the case that governments and their international agencies, grouped under the umbrella of the United Nations, have failed in their attempts to rid the planet of underdevelopment and poverty. Outlining origins of the field and latest research trends, this Research Handbook offers a unique and cutting-edge take on the numerous avenues to responsible management in the 21st century. Renowned contributors present iconic viewpoints that have formed the foundation of responsible management research, introducing cutting-edge conceptual lenses for the study of the responsible management process. Examines the underlying symbolic dimensions of corporate environmentalism, helping readers to separate useful environmental information from empty corporate spin. Strategic Corporate Social Responsibility: Sustainable Value Creation redefines corporate social responsibility (CSR) as being central to the value-creating purpose of the firm. Based on a theory of empowered stakeholders, this bestselling text argues that the ‘responsibility’ of a corporation is to create value, broadly defined. In this new Fourth Edition, author David Chandler explores why some firms are better at CSR and how other firms can improve their CSR efforts. Keep your course content up-to-date! Subscribe to David Chandler's 'CSR Newsletters' by e-mailing him at david.chandler@ucdenver.edu. The newsletters are designed to be a dynamic complement to the text that can be used for in-class discussion and debate. Past newsletters are archived as a freely available resource for instructors and students at: http://strategiccsr-sage.blogspot.com/This Book Brings The Great Historical Chronicle Of Sri Lanka In A English Translation For The First Time. Organizations have developed a variety of strategies for dealing with the intersection of societal needs, the natural environment, and corresponding business imperatives. At one end of the continuum are organizations that do not acknowledge any responsibility to society and the environment. And on the other end of the continuum are those organizations that view their operations as having a significant impact as well as reliance on society at the economic, social, and ecological levels. This sourcebook presents current knowledge related to what has become known as "corporate social responsibility" (CSR). Ongoing research reveals that a variety of strategies, alliances and partnerships, and approaches are being used around the globe to respond to issues of CSR. The aspirations of many corporations to contribute to a better world is great, but translating that aspiration into reality remains a challenge for organizations the world over. 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. 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.
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 business 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 Chukwujiok 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 Skrzeszewska, 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 Poland. 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.A part of Harper Perennial’s special “Resistance Library” highlighting classic works that illuminate the “Age of Trump”: A boldly packaged reissue of the
classic examination of dangerous nationalist political movements. “Its theme is political fanaticism, with which it deals severely and brilliantly.” —New Yorker

A stevedore on the San Francisco docks in the 1940s, Eric Hoffer wrote philosophical treatises in his spare time while living in the railroad yards. The True Believer—the first and most famous of his books—was made into a bestseller when President Eisenhower cited it during one of the earliest television press conferences. Called a “brilliant and original inquiry” and “a genuine contribution to our social thought” by Arthur Schlesinger, Jr., this landmark in the field of social psychology is completely relevant and essential for understanding the world today as it delivers a visionary, highly provocative look into the mind of the fanatic and a penetrating study of how an individual becomes one.

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, organizing, 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.

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