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*An introduction to a
broad range of topics in*

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***deep learning, covering
mathematical and
conceptual background,
deep learning techniques
used in industry, and
research perspectives.
“Written by three***

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***experts in the field,
Deep Learning is the
only comprehensive book
on the subject.” –Elon
Musk, cochair of OpenAI;
cofounder and CEO of
Tesla and SpaceX Deep***

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learning is a form of machine learning that enables computers to learn from experience and understand the world in terms of a hierarchy of concepts. Because the

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***computer gathers
knowledge from
experience, there is no
need for a human
computer operator to
formally specify all the
knowledge that the***

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computer needs. The hierarchy of concepts allows the computer to learn complicated concepts by building them out of simpler ones; a graph of these

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hierarchies would be many layers deep. This book introduces a broad range of topics in deep learning. The text offers mathematical and conceptual background,

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***covering relevant
concepts in linear
algebra, probability
theory and information
theory, numerical
computation, and machine
learning. It describes***

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deep learning techniques used by practitioners in industry, including deep feedforward networks, regularization, optimization algorithms, convolutional networks,

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***sequence modeling, and
practical methodology;
and it surveys such
applications as natural
language processing,
speech recognition,
computer vision, online***

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recommendation systems, bioinformatics, and videogames. Finally, the book offers research perspectives, covering such theoretical topics as linear factor models,

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***autoencoders,
representation learning,
structured probabilistic
models, Monte Carlo
methods, the partition
function, approximate
inference, and deep***

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generative models. Deep Learning can be used by undergraduate or graduate students planning careers in either industry or research, and by

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software engineers who want to begin using deep learning in their products or platforms. A website offers supplementary material for both readers and

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instructors.

***Ivancevich's Human
Resource Management, 10e
takes a managerial
orientation; that is it
takes the position that
HRM is relevant to***

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***managers in every unit,
project, or team.
Managers are constantly
faced with HRM issues,
problems, and decision-
making and the text's
primary goal is to show***

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***how each manager must be
a human resource problem
solver and
diagnostician. This book
pays attention to the
application of HRM
approaches in "real"***

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organizational settings and situations. Realism, understanding, and critical thinking were important in the revision. Students and faculty alike have

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***identified readability
and relevance as key
strengths of the text.
It provides a book that
stimulates ideas and
keeps all users up-to-
date on HRM thinking and***

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practice.

Human Resource

***Management (HRM) is the
function within an
organization that
focuses on recruitment
of, management of, and***

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***providing direction for
the people who work in
the organization. HRM
can also be performed by
line managers. HRM is
the organizational
function that deals with***

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***issues related to people
such as compensation,
hiring, performance
management, organization
development, safety,
wellness, benefits,
employee motivation,***

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***communication,
administration, and
training. HRM is also a
strategic and
comprehensive approach
to managing people and
the workplace culture***

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***and environment.
Effective HRM enables
employees to contribute
effectively and
productively to the
overall company
direction and the***

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***accomplishment of the
organization's goals and
objectives. Human
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Urban China

Conducting business across national borders is nothing new; the Knights Templar were banking internationally as long ago as 1135. But modern

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globalization processes raise different challenges, and as the world becomes smaller and labour movements more common, an international understanding of human resource management is essential. The

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second edition of International HRM provides a fully updated and revised analysis of this important area. Its innovative, multi-disciplinary approach allows a holistic picture to emerge in which key issues are

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assessed from organizational, individual and societal perspectives. The collection is divided into three parts: the contemporary internationalization context the management of international employees strategic

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issues facing international HR managers. Supported by new research, and including work from eminent writers in the field, this book discusses issues as diverse as the relative absence of women in international work, the

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ethical merits of localization, and the context faced by organizations like the United Nations. It is a valuable tool for all students, researchers and practitioners working in international business and human

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resource management.

Human Resource

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Resource Management McGraw-

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Managing Human Resources 11e

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is for the general management student whose job inevitably will involve responsibility for managing people. It explicitly links the relationship between productivity, quality of work life, and profits to various human

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resource management activities and as such, strengthens the students' perception of human resource management as an important function, which affects individuals, organizations, and society. It is research-based and

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*contains strong links to the
applicability of this research to
real business situations.*

*Human Resource Planning for
the 21st Century*

*Armstrong's Handbook of Human
Resource Management Practice,*

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*Toward Efficient, Inclusive, and
Sustainable Urbanization*

*Human Resources Management
in Canada*

Deep Learning

@text:A concise, jargon-

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free guide that covers the main practices and theories that constitute human resource management (HRM). The entries, defined and discussed by a range of

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international

contributors, are drawn
from following areas:

Employee resourcing The
management of employee
rewards Developing
employees Maintaining

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good employee relations
Tackling emerging issues
in the workplace
@text:Fully cross-
referenced, with
suggestions for further
reading throughout, this

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book is a valuable
reference for students
and professionals
seeking to understanding
more about the what, why
and how of HRM.

Over the past decade,

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management practice has gone through dramatic changes. Workforce diversity, downsizing, reengineering, total quality management, outsourcing, and

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rediscovering the
importance of satisfying
the customer, all has a
significant impact on
Human Resources. The new
Sixth Edition of De
Cenzo/Robbins' Human

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Resource Management features a current, real-world perspective that gives readers a crystal-clear picture of what today's HRM is really like. Emphasizing the

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application of theory,
the Sixth Edition
carefully integrates
real examples with the
most up-to-date
information available.
"Our intent is to

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provide students with
the background to be
successful HRM
professionals, to manage
human resources
effectively, and to be
knowledgeable consumers

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of HRM products.

Managers must be able to identify effective HRM practices to purchase these services from a consultant, to work with the HRM department, or

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to design and implement them personally. Human Resources Management: Gaining a Competitive Advantage, 12th edition, emphasizes how a manager can more effectively

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manage human resources
and highlights important
issues in current HRM
practice"--

Strategic human capital
management

The Chief HR Officer

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Coding Literacy

Fundamentals of Human
Resource Management,
Binder Ready Version

An Integrated Approach

**Since the dawn of civilization,
humans were selected, allocated**

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and organized based on their skills and job criteria. Today, the role of Human Resources (HR) professionals goes beyond recruitment and management of human capital. Human Resource Planning for the 21st Century tackles the current trends of

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human resource management (HRM) and human resource planning while highlighting certain roles that HR professionals are involved in. Human Resource Planning for the 21st Century explores HRM systems and their roles within a

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corporate setting, elaborates on HR plans for crises, uncovers the effects of downsizing on company brand and looks at the possible impact of globalization on corporate social responsibility and HRM.

"Today, companies are competing

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in a very different environment than they were only a few years ago. Rapid changes such as a globally interconnected environment, the Internet, big data analytics, advances in technology, and sustainability imperatives have required

businesses to adapt their standard practices. Operations management (OM) is the critical function through which companies can succeed in this competitive landscape. Operations management concepts are not confined to one

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department. Rather, they are far-reaching, affecting every functional aspect of the organization. Whether studying accounting, finance, human resources, information technology, management, marketing, or purchasing,

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students need to understand the critical impact operations management has on any business"--

Armstrong's Handbook of Human Resource Management Practice is the bestselling and definitive resource for HRM students and

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professionals, which helps readers to understand and implement HR in relation to the needs of the business. It covers in-depth all of the areas essential to the HR function such as employment law, employee relations, learning and

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development, performance management and reward, as well as the HR skills needed to ensure professional success, including leadership, managing conflict, interviewing and using statistics. Illustrated throughout in full colour and with a range of

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pedagogical features to consolidate learning (e.g. source review boxes, key learning points, summaries and case studies from international organizations such as IBM, HSBC and Johnson and Johnson), this fully updated 15th edition includes new chapters on

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the HRM role of line managers, evidence-based HRM, e-HRM and the gender pay gap, further case studies and updated content covering the latest research and developments. Armstrong's Handbook of Human Resource Management Practice is aligned

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with the Chartered Institute of Personnel and Development (CIPD) profession map and standards and is suited to both professionals and students of both undergraduate degrees and the CIPD's level 5 and 7 professional qualifications.

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Online supporting resources include comprehensive handbooks for lecturers and students, lecture slides, all figures and tables, toolkits, and a literature review, glossary and bibliography.

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Loose-Leaf for Fundamentals of
Human Resource Management
A Handbook of Human Resource
Management Practice**

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"I did not write this book for students who aspire to be specialists in human resource management (HRM). Rather, I wrote it for students of general management whose jobs inevitably will involve

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responsibility for managing people, along with capital, material, and information assets. A fundamental assumption, then, is that all managers are accountable to their organizations in terms of

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the impact of their HRM activities, and they are expected to add value by managing their people effectively. They also are accountable to their peers and to their subordinates in terms

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of the quality of work life that they are providing"--
Human Resource Management provides readers with a complete, comprehensive review of essential personnel management concepts and

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techniques in a highly readable and understandable form.

Coverage emphasizes essential themes throughout the book, including the building of better, faster, more competitive organizations through HRM;

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practical applications that help all managers deal with their personnel-related responsibilities; and technology and HR. Specific topics include the strategic role of human resource management; equal

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opportunity and the law; job
analysis; personnel planning
and recruiting; employee
testing and selection;
interviewing candidates;
training and developing
employees; managing

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organizational renewal;
appraising performance;
managing careers and fair
treatment; establishing pay
plans; pay-for-performance and
financial incentives; benefits
and services; labor relations

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and collective bargaining;
employee safety and health;
managing human resources in
an international business;
human resources information
systems and technology. For
practicing Human Resource

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Managers as well as any business managers who deal with human resource/personnel issues.

How the theoretical tools of literacy help us understand programming in its historical,

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social and conceptual contexts. The message from educators, the tech community, and even politicians is clear: everyone should learn to code. To emphasize the universality and importance of computer

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programming, promoters of coding for everyone often invoke the concept of “literacy,” drawing parallels between reading and writing code and reading and writing text. In this book, Annette Vee examines the

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coding-as-literacy analogy and argues that it can be an apt rhetorical frame. The theoretical tools of literacy help us understand programming beyond a technical level, and in its historical, social, and

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conceptual contexts. Viewing programming from the perspective of literacy and literacy from the perspective of programming, she argues, shifts our understandings of both. Computer programming

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becomes part of an array of communication skills important in everyday life, and literacy, augmented by programming, becomes more capacious. Vee examines the ways that programming is linked with

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literacy in coding literacy campaigns, considering the ideologies that accompany this coupling, and she looks at how both writing and programming encode and distribute information. She explores

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historical parallels between writing and programming, using the evolution of mass textual literacy to shed light on the trajectory of code from military and government infrastructure to large-scale

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businesses to personal use.

Writing and coding were institutionalized, domesticated, and then established as a basis for literacy. Just as societies demonstrated a “literate mentality” regardless of the

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literate status of individuals, Vee argues, a “computational mentality” is now emerging even though coding is still a specialized skill.

Loose-Leaf for Managing
Human Resources

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Productivity, Quality of Work
Life, Profits

Armstrong's Handbook of
Human Resource Management
Practice

A European Perspective

A Strategic Approach

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Praise for THE CHIEF HR OFFICER The Chief HR Officer offers the most current thinking on the evolving role of the chief human resource officer (CHRO). An essential resource for experienced and aspiring CHROs,

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the book shows leaders how to best prepare for and perform this critical role. This comprehensive book shows how, in today's extremely competitive work environment, the job of the CHRO has expanded to encompass many

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important roles. Among other things, HR leaders must adapt to and address the demands of an increasingly diverse and demanding workforce, globalization, stricter regulatory requirements, increased

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accountability to the CEO and board of directors, and the complexity of leading the HR function with often limited resources. This vital guide is filled with rare insights and practical guidance from some of the

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country's most successful CHROs who have been in the trenches as well as top academics researching the field including Randy MacDonald (IBM), Eva Sage-Gavin (Gap Inc.), L. Kevin Cox (American Express), Mirian M.

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Graddick-Weir (Merck), and Dave Ulrich (Ross School of Business, University of Michigan, and The RBL Group). Sponsored by the National Academy of Human Resources (NAHR), the book covers a wealth of topics including

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how to develop a perspective and set of skills to effectively lead and perform in the role and how to approach strategy, management, leadership, ethics, and talent. In addition, the authors include information on forming and

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implementing activities that will further the firm's strategy, advice for coaching and counseling the CEO, and much more.

This text is an unbound, three hole punched version. The 12th Edition of Fundamentals of Human

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Resource Management, Binder Ready Version, 12th Edition helps students understand and remember concepts through a straightforward and conversational writing style and a wealth of examples to clarify ideas and build interest. The

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authors provide a strong foundation of essential elements of Human Resource Management as well as a clear understanding of how Human Resource Management links with business strategy. Through practical

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applications, the authors illustrate the importance of employees on every level of the organization, helping students understand HRM elements such as recruitment, training, motivation, retention, safety, the legal environment, and

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how they support successful business strategies.

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manager is "in HR", and every employee is actively engaged in the process of HRM, regardless of whether they aspire to be a manager or an HR professional. Students will experience HRM every day of their working lives,

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from how they are perceived by recruiters to completing a performance appraisal, to being promoted or fired. When students ask "What's In It For Me?", the Fifth Canadian Edition will show them just how relevant HRM is to

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examples that support the need for foundational HRM, thought leadership and applied insight necessary to perform and thrive in organizations today.

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Change can take place in
various forms, gradual or abrupt,
incremental or transformational.
It is a requirement in modern day

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society that everyone, whether at individual or organisational level, understands the softer nuances of this concept and prepares for it. During scenarios of change interventions, the role of human resources (HR) becomes highly

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crucial, even as the perception towards it becomes ambivalent. This volume delivers a holistic view on the role of HR in organisational change. It is built on the various theoretical models of change and provides a

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dramatic sequence of issues in change management to gain a big picture thinking for HR managers and weaves through why, how and what perspectives to change management. Human Resources Management for

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Organisational Change offers a comprehensive coverage of the changing role of HR as it relates to organisational change theories and models, strategy, changing business environment and implications, organisational

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culture, leadership, resistance management, and high performance work practices (HPWP) to support change management and cost of no-changers. It is unique in that it covers the entire gamut of

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organisational change as well as HR. It will be of value to researchers, academics, professionals, and students interested in learning more about how organisational change can improve productivity and human

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satisfaction as well as the systematic approach to managing organisational change. This market-leading text takes a pragmatic approach emphasizing the strategic role of human resources. Comprehensive,

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research-based coverage
includes all major topics
identified on the Human
Resource Certification Institutes
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includes a global chapter,
expanded coverage of diversity,

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new material on performance management, and current hot topics such as self-directed work teams, shamrock organization, broadbanding, competency-based pay systems, job security, violence in the workplace, and

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how organizational commitment affects production, quality, and service.

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***In the last 30 years, China's
record economic growth lifted
half a billion people out of***

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poverty, with rapid urbanization providing abundant labor, cheap land, and good infrastructure. While China has avoided some of the common ills of urbanization, strains are showing as inefficient land

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development leads to urban sprawl and ghost towns, pollution threatens people's health, and farmland and water resources are becoming scarce. With China's urban population projected to rise to about one billion - or close

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to 70 percent of the country's population - by 2030, China's leaders are seeking a more coordinated urbanization process. Urban China is a joint research report by a team from the World Bank and the Development Research Center

of China's State Council which was established to address the challenges and opportunities of urbanization in China and to help China forge a new model of urbanization. The report takes as its point of departure

the conviction that China's urbanization can become more efficient, inclusive, and sustainable. However, it stresses that achieving this vision will require strong support from both government and the markets

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for policy reforms in a number of area. The report proposes six main areas for reform: first, amending land management institutions to foster more efficient land use, denser cities, modernized agriculture, and more

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equitable wealth distribution; second, adjusting the hukou household registration system to increase labor mobility and provide urban migrant workers equal access to a common standard of public services; third, placing

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urban finances on a more sustainable footing while fostering financial discipline among local governments; fourth, improving urban planning to enhance connectivity and encourage scale and agglomeration

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economies; fifth, reducing environmental pressures through more efficient resource management; and sixth, improving governance at the local level.

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