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The book examines how leadership is currently understood primarily from a systems based perspective, as an attribute of the individual, the leadership role being to articulate values, missions and visions and then persuade others to adhere to them. It argues for a new view of ethics as co-created through identity and difference, representing the end of 'business ethics' as we know it today. Areas considered include: risk and conflict, spontaneity and motivation. Prepare for success in management today with this brief, inviting approach from leading management author Ricky Griffin. **FUNDAMENTALS OF MANAGEMENT, 8E** combines a streamlined approach with a strong theoretical and functional framework clearly organized around the planning, leading, organizing and controlling functions of management. The book's proven balance of

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applications and new cases keep readers focused and actively engaged. New features reflect today's emerging management challenges, including the economic crisis and energy crisis. With *FUNDAMENTALS OF MANAGEMENT, 7E*, readers quickly find themselves equipped with the confidence of a management professional. Available with InfoTrac Student Collections <http://gocengage.com/infotrac>. 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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These employees are organizational powerhouses who solve consumer problems and substantially contribute to the financial value to their firms. In this pioneering study, authors Abbie Griffin, Raymond L. Price, and Bruce A. Vojak detail who these serial innovators are and how they develop novel products, ranging from salt-free seasonings to improved electronics in companies such as Alberto Culver, Hewlett-Packard, and Procter & Gamble. Based on interviews with over 50 serial innovators and an even larger pool of their co-workers, managers and human resources teams, the authors reveal key insights about how to better understand, emulate, enable, support, and manage these unique and important individuals for long-term corporate success. Interestingly, the book finds that serial innovators are instrumental both in cases where firms are aware of clear market demands, and in scenarios when companies take risks on new investments, creating a consumer need. For over 25 years, research on innovation

has taken the perspective that new product development can be managed like any other (complex) process of the firm. While a highly structured and closely supervised approach is helpful in creating incremental innovations, this book finds that it is not conducive to creating breakthrough innovations. The text argues that the drive to routinize innovation has gone too far; in fact, so far as to limit many mature firms' ability to create breakthrough innovations. In today's economy, with the future of so many large firms on the line, this book is a clarion call to businesses to rethink how to nurture and thrive on their innovative workforce. This comprehensive book covers new point / counterpoint boxes, in every chapter that focus on areas of controversy within HRM. HR Legal Briefs sections call attention to important legal issues. Similarly, HR Tech Talk inserts look at how different innovations have affected HR practices. Other inserts include HR around the Globe and HR in the Twenty-First century.

Chapter-opening cases focus on a recent event, issue or trend that illustrates key concepts. A more detailed case appears at the end of each chapter. Chapter Summary and Review & Discussion questions along with ethical dilemmas in HRM are provided at the end of each chapter. I. An Overview of Human Resource Management II. The Environment of Human Resource Management III. Staffing the Organization IV. Enhancing Motivation and Performance V. Compensating and Rewarding the Workforce VI. Managing the Existing Workforce Introduce your students to management using the classic theory, current research, student-friendly presentation, and memorable examples in Griffin's MANAGEMENT -- the book that has already helped almost two million students prepare for successful business careers. This powerful, leading text combines traditional management coverage with well-known, careful examination of today's emerging management topics. The new 10th edition of

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