

9 Future of Work Trends for 2025

1 Expertise gap intensifies as retirements surge and tech disrupts

2 Organizations redesign to prepare for technological innovation

3 Nudgetech experiments bridge the widening communication gap

4 Employees embrace bots over bosses in the pursuit of fairness

5 Organizations must define fraud vs. fair play when it comes to AI

6 Organizations shift focus to inclusion and belonging with unexpected benefits

7 AI-first organizations will destroy productivity in their search for it

8 Loneliness becomes a business risk, not just a well-being challenge

9 Employee activism drives adoption and norms for responsible AI

Top Future Of Work

Mónica Santana, Ramón Valle-Cabrera

Top Future Of Work:

The Future of Work Charles B. Handy, 1984 Examines the place of work in society and discusses the possible future development of employment in Great Britain [Future of Work - AI in HR](#) Sreejith Sreedharan, 2024-01-04 Sreejith provides us with a unique perspective on how cutting edge technologies like AI coupled with a shift in mindset empower those around us to tackle complex HR problems and innovate freely His collection of thoughts grounded in science and real world experience is a source of profound reflection There were instances where Sreejith s insights prompted me to pause and reconsider reevaluating my professional and personal life from a fresh perspective This book will stimulate your curiosity and open your mind to the boundless possibilities that technology offers in reshaping the landscape of what s achievable Syam Nair CTO Zscaler San Jose California **OECD Employment Outlook 2019 The Future of Work** OECD, 2019-04-25 The 2019 edition of the OECD Employment Outlook presents new evidence on changes in job stability underemployment and the share of well paid jobs and discusses the policy implications of these changes with respect to how technology globalisation population ageing and other megatrends are transforming the labour market in OECD countries *Future of Work, Work-Family Satisfaction, and Employee Well-Being in the Fourth Industrial Revolution* Abe, Ethel Ndidiamaka, 2020-11-13 Disruptions are being caused in the workplace due to the development of advanced software technology and the speed at which these technological advancements are being produced These disruptions could take diverse forms and affect various aspects of work and the lives of entities in the workplaces and families of the individual employees Work and family are caught in the crossfire between technological disruptions and human adaptation Hence there is a need to assess the overall effect that the Fourth Industrial Revolution would have on work employee work family satisfaction and employee well being *Future of Work Work Family Satisfaction and Employee Well Being in the Fourth Industrial Revolution* is a critical reference source that discusses practical solutions and strategies to manage challenges and address fears regarding the effect of the Fourth Industrial Revolution on the future of employment and the workforce Featuring research on topics such as corporate governance job satisfaction and mental health this book is ideally designed for human resource professionals business managers industry professionals government officials policymakers corporate strategists consultants work life balance experts human resources software developers business policy experts academicians researchers and students *Disability and the Future of Work* Fitore Hyseni, Lisa Schur, Douglas Kruse, Peter Blanck, 2025-07-09 This volume of Research in Social Science and Disability brings together leading research that examines how systemic policies and practices pandemic driven transformations and strategies for diversity equity and inclusion DEI continue to shape the employment landscape for workers with disabilities [Nordic Conference on Future of Work: Towards the ILO Centenary](#) Lindahl, Björn, Sigurðardóttir, Guðrún Helga, Wallin, Gunhild, 2019-12-05 In connection to the 100th anniversary of the ILO in 2019 the Nordic Council of Ministers arranged a conference to debate the future of work in the Nordics The event was held on the 4th

5th of April in Reykjavik and was the last in a series of four annual conferences The debates centered on the changing labour market and whether the Nordic model will be able to adapt to this The conference lasted two days each with a particular theme 1 Future of Work where the future of the Nordic model was discussed 2 Gender Equality where the debate revolved around the challenges and solutions regarding the inequalities between men and women on the labour market The programme included perspectives from all the Nordic countries as well as from international organisations such as the ILO and the OECD international companies Nordic labour market authorities social partners and companies New Directions in the Future of Work Mónica Santana,Ramón Valle-Cabrera,2021-11-05 New Directions in the Future of Work explores vital research and industrial issues that are central to understanding the concepts of the Future of Work and address key challenges in this evolving area of debate **The Future of Work and Quality in the Information Society** ,2004 Explores the potential impact of the information society and information technology in the media culture and graphical sector Focuses on the effects on employment the quality of work and quality of the product working conditions gender equity and labour management relations OECD Reviews on Local Job Creation Preparing for the Future of Work in Canada OECD,2020-07-23 COVID 19 has led to a labour market shock in Canada and is likely to generate a profound reflection on production and consumption habits COVID 19 is also likely to accelerate automation as firms look to new technologies to pandemic proof their operations OECD Reviews on Local Job Creation Preparing for the Future of Work Across Australia OECD,2021-09-24 COVID 19 is likely to leave long lasting effects on local labour markets It is accelerating a pre existing trend towards automation as firms look even more to new technologies to pandemic proof their operations **The Future of Work, Employment and Social Protection** Peter Auer,Bernard Gazier,2002 This volume comprises the papers and debates of the second France ILO Symposium on the future of work employment and social protection Reflecting the aim of the Symposium itself the book provides in depth reflections on work employment and social protection Designed to be more than an account of the discussions this book is a useful tool for all those interested in labour market transition and the increasing importance of female labour for the future of the labour markets particularly in the developed world The book discusses the need for more family friendly policies and a more radical policy of equality between the sexes The legal dimensions of labour market change are also debated and the book explores the positive and negative sides of globalization and its links with technological change **The Industrial Future of New England** New England Labor Congress,1930 **The Future of Industrial Engineering** Charles Edward Knoeppel,1920 **Annual Report** Iowa State Horticultural Society, Des Moines,1890 *The Future of Capitalism and Socialism in America* Sam Adolph Lewisohn,1927 **Handy Lists of Technical Literature** ,1893 Better Fruit ,1911 **Better Fruit ... Better Vegetables** ,1911 *The Academy* ,1898 The Future of U.S. High Energy Physics United States. Congress. House. Committee on Science, Space, and Technology. Subcommittee on Science,1995

As recognized, adventure as capably as experience roughly lesson, amusement, as skillfully as contract can be gotten by just checking out a book **Top Future Of Work** as a consequence it is not directly done, you could say you will even more a propos this life, almost the world.

We have the funds for you this proper as well as easy way to get those all. We allow Top Future Of Work and numerous ebook collections from fictions to scientific research in any way. in the midst of them is this Top Future Of Work that can be your partner.

<https://thebrandexperience.com/About/scholarship/index.jsp/wisden%20cricketers%20almanack%201979.pdf>

Table of Contents Top Future Of Work

1. Understanding the eBook Top Future Of Work
 - The Rise of Digital Reading Top Future Of Work
 - Advantages of eBooks Over Traditional Books
2. Identifying Top Future Of Work
 - Exploring Different Genres
 - Considering Fiction vs. Non-Fiction
 - Determining Your Reading Goals
3. Choosing the Right eBook Platform
 - Popular eBook Platforms
 - Features to Look for in an Top Future Of Work
 - User-Friendly Interface
4. Exploring eBook Recommendations from Top Future Of Work
 - Personalized Recommendations
 - Top Future Of Work User Reviews and Ratings
 - Top Future Of Work and Bestseller Lists
5. Accessing Top Future Of Work Free and Paid eBooks

- Top Future Of Work Public Domain eBooks
 - Top Future Of Work eBook Subscription Services
 - Top Future Of Work Budget-Friendly Options
6. Navigating Top Future Of Work eBook Formats
 - ePub, PDF, MOBI, and More
 - Top Future Of Work Compatibility with Devices
 - Top Future Of Work Enhanced eBook Features
 7. Enhancing Your Reading Experience
 - Adjustable Fonts and Text Sizes of Top Future Of Work
 - Highlighting and Note-Taking Top Future Of Work
 - Interactive Elements Top Future Of Work
 8. Staying Engaged with Top Future Of Work
 - Joining Online Reading Communities
 - Participating in Virtual Book Clubs
 - Following Authors and Publishers Top Future Of Work
 9. Balancing eBooks and Physical Books Top Future Of Work
 - Benefits of a Digital Library
 - Creating a Diverse Reading Collection Top Future Of Work
 10. Overcoming Reading Challenges
 - Dealing with Digital Eye Strain
 - Minimizing Distractions
 - Managing Screen Time
 11. Cultivating a Reading Routine Top Future Of Work
 - Setting Reading Goals Top Future Of Work
 - Carving Out Dedicated Reading Time
 12. Sourcing Reliable Information of Top Future Of Work
 - Fact-Checking eBook Content of Top Future Of Work
 - Distinguishing Credible Sources
 13. Promoting Lifelong Learning
 - Utilizing eBooks for Skill Development

- Exploring Educational eBooks
14. Embracing eBook Trends
- Integration of Multimedia Elements
 - Interactive and Gamified eBooks

Top Future Of Work Introduction

In the digital age, access to information has become easier than ever before. The ability to download Top Future Of Work has revolutionized the way we consume written content. Whether you are a student looking for course material, an avid reader searching for your next favorite book, or a professional seeking research papers, the option to download Top Future Of Work has opened up a world of possibilities. Downloading Top Future Of Work provides numerous advantages over physical copies of books and documents. Firstly, it is incredibly convenient. Gone are the days of carrying around heavy textbooks or bulky folders filled with papers. With the click of a button, you can gain immediate access to valuable resources on any device. This convenience allows for efficient studying, researching, and reading on the go. Moreover, the cost-effective nature of downloading Top Future Of Work has democratized knowledge. Traditional books and academic journals can be expensive, making it difficult for individuals with limited financial resources to access information. By offering free PDF downloads, publishers and authors are enabling a wider audience to benefit from their work. This inclusivity promotes equal opportunities for learning and personal growth. There are numerous websites and platforms where individuals can download Top Future Of Work. These websites range from academic databases offering research papers and journals to online libraries with an expansive collection of books from various genres. Many authors and publishers also upload their work to specific websites, granting readers access to their content without any charge. These platforms not only provide access to existing literature but also serve as an excellent platform for undiscovered authors to share their work with the world. However, it is essential to be cautious while downloading Top Future Of Work. Some websites may offer pirated or illegally obtained copies of copyrighted material. Engaging in such activities not only violates copyright laws but also undermines the efforts of authors, publishers, and researchers. To ensure ethical downloading, it is advisable to utilize reputable websites that prioritize the legal distribution of content. When downloading Top Future Of Work, users should also consider the potential security risks associated with online platforms. Malicious actors may exploit vulnerabilities in unprotected websites to distribute malware or steal personal information. To protect themselves, individuals should ensure their devices have reliable antivirus software installed and validate the legitimacy of the websites they are downloading from. In conclusion, the ability to download Top Future Of Work has transformed the way we access information. With the convenience, cost-effectiveness, and accessibility it offers, free PDF downloads have become a popular choice for students, researchers, and book lovers.

worldwide. However, it is crucial to engage in ethical downloading practices and prioritize personal security when utilizing online platforms. By doing so, individuals can make the most of the vast array of free PDF resources available and embark on a journey of continuous learning and intellectual growth.

FAQs About Top Future Of Work Books

1. Where can I buy Top Future Of Work books? Bookstores: Physical bookstores like Barnes & Noble, Waterstones, and independent local stores. Online Retailers: Amazon, Book Depository, and various online bookstores offer a wide range of books in physical and digital formats.
2. What are the different book formats available? Hardcover: Sturdy and durable, usually more expensive. Paperback: Cheaper, lighter, and more portable than hardcovers. E-books: Digital books available for e-readers like Kindle or software like Apple Books, Kindle, and Google Play Books.
3. How do I choose a Top Future Of Work book to read? Genres: Consider the genre you enjoy (fiction, non-fiction, mystery, sci-fi, etc.). Recommendations: Ask friends, join book clubs, or explore online reviews and recommendations. Author: If you like a particular author, you might enjoy more of their work.
4. How do I take care of Top Future Of Work books? Storage: Keep them away from direct sunlight and in a dry environment. Handling: Avoid folding pages, use bookmarks, and handle them with clean hands. Cleaning: Gently dust the covers and pages occasionally.
5. Can I borrow books without buying them? Public Libraries: Local libraries offer a wide range of books for borrowing. Book Swaps: Community book exchanges or online platforms where people exchange books.
6. How can I track my reading progress or manage my book collection? Book Tracking Apps: Goodreads, LibraryThing, and Book Catalogue are popular apps for tracking your reading progress and managing book collections. Spreadsheets: You can create your own spreadsheet to track books read, ratings, and other details.
7. What are Top Future Of Work audiobooks, and where can I find them? Audiobooks: Audio recordings of books, perfect for listening while commuting or multitasking. Platforms: Audible, LibriVox, and Google Play Books offer a wide selection of audiobooks.
8. How do I support authors or the book industry? Buy Books: Purchase books from authors or independent bookstores. Reviews: Leave reviews on platforms like Goodreads or Amazon. Promotion: Share your favorite books on social media or recommend them to friends.

9. Are there book clubs or reading communities I can join? Local Clubs: Check for local book clubs in libraries or community centers. Online Communities: Platforms like Goodreads have virtual book clubs and discussion groups.
10. Can I read Top Future Of Work books for free? Public Domain Books: Many classic books are available for free as they're in the public domain. Free E-books: Some websites offer free e-books legally, like Project Gutenberg or Open Library.

Find Top Future Of Work :

wisden cricketers almanack 1979

wisconsin storm

wireless networks for dummies®

wishbone journal ii the

wisconsin promise me forever two second chances abound in this romantic novel

wittgenstein from a new point of view

with a little t. l. e.

wisdom from the ancients

wish bear lets make a wish cake

wise choice of winds

with a whoop and a holler a bushel of lore from way down south /

with satisfaction and honor william mitchell college of law 19002000

with intent the time after

~~witches vampires zombies~~

~~wishes & dreams bananas in pajamas~~

Top Future Of Work :

grade 12 history paper 1 exemplar mindset learn - Oct 26 2022

web grade 12 history paper 1 exemplar exam papers grade 12 history paper 1 exemplar view topics toggle navigation year

2014 file history p1 gr 12 exemplar 2014

national senior certificate grade 12 western cape - Feb 27 2023

web history p2 2 db e 2014 nsc grade 12 exemplar addendum copyright reserved please turn over question 1 how did the

ideas of the black consciousness

national senior certificate grade 12 pdf scribd - Nov 26 2022

web history p1 exemplar 2014 addendum this addendum consists of 14 pages copyright reserved please turn over fhistory p1 2 db e 2014 nsc grade 12

grade 12 national department of basic education - Oct 06 2023

web mar 28 2014 question 1 the cold war the origins of the cold war question 2 independent africa case study angola question 3 civil society protests from the 1950s to the

senior certificate grade 12 national department of - Dec 28 2022

web mar 28 2014 senior certificate grade 12 history p1 exemplar 2014 addendum this addendum consists of 14 pages question 1 how did the

nsc exam papers 2014 exemplars sauni - May 21 2022

web 2014 grade 12 nsc exemplars languages afrikaans hl english hl isizulu hl sepedi hl setswana hl xitsonga hl non languages engineering graphic and design

history grade 12 past exam papers and memos - Aug 24 2022

web aug 1 2020 we have a large collection of videos and study notes available for you exam study guides videos welcome to the grade 12 history past exam paper page

cbse sample paper for class 12 history in hindi 2014 paper 1 - Mar 19 2022

web jan 30 2015 cbse sample paper for class 12 history in hindi 2014 paper 1 ncert solutions ncert library rd sharma rd sharma class 12 solutions rd sharma

sba history exemplars gr 12 teacher guide wced eportal - Dec 16 2021

web jun 23 2020 a school based assessment mark is a compulsory component of the final promotion mark for all candidates registered for the national senior certificate and it

history p1 gr 12 exemplar 2014 addendum eng pdf course hero - Feb 15 2022

web view history p1 gr 12 exemplar 2014 addendum eng pdf from history 5111 at varsity college national senior certificate grade 12 history p1 exemplar

cbse question papers class 12 history pdf solutions - Jul 23 2022

web cbse class 12 previous year question paper history is important for students to understand the pattern of last year paper and the type of questions which were asked in

national senior certificate grade 12 - Jan 17 2022

web senior certificate grade 12 history p2 exemplar 2014 addendum this addendum consists of 12 pages question 1 how did

the ideas of the

history p1 gr 12 exemplar 2014 eng pdf course hero - Jul 03 2023

web history p1 gr 12 exemplar 2014 eng pdf national senior certificate grade 12 history p1 exemplar 2014 marks 150 time 3 hours this question paper

history p1 gr 12 exemplar 2014 memo eng pdf scribd - Mar 31 2023

web history p1 14 db e 2014 nsc grade 12 exemplar memorandum 2 5 3 evaluating the reliability of evidence in source 2d l3 candidates should indicate why it is reliable

cbse class 12 question paper 2022 history pdf with solution - Apr 19 2022

web june 12 2023 in 12th class cbse cbse class 12 question paper 2022 history pdf with solution is given below cbse previous year question papers of class 12 with

grade 12 history paper 2 exemplar - Sep 05 2023

web history p2 2 db e 2014 nsc grade 12 exemplar copyright reserved please turn over instructions and information 1 this question paper consists of section a

national senior certificate grade 12 pdf scribd - Aug 04 2023

web grade 12 history p1 exemplar 2014 marks 150 time 3 hours this question paper consists of 9 pages and an addendum of 14 pages copyright reserved please

national senior certificate grade 12 - Jan 29 2023

web c level 4 b the second reading of extended writing will relate to the level on the matrix of presentation

national senior certificate grade 12 history p2 - May 01 2023

web history p2 12 db e 2014 nsc grade 12 exemplar memorandum 2 5 interpretation and evaluation of information from all the sources l3 candidates should include the

grade 12 national senior certificate grade 12 history paper 1 - Sep 24 2022

web nov 1 2014 grade 12 national senior certificate grade 12 history paper 1 november 2014 archive category exam paper description p history exam paper 1

national senior certificate grade 12 national - Jun 02 2023

web mar 28 2014 2 4 2 during the first reading of the essay ticks need to be awarded for a relevant introduction indicated by a bullet in the marking guideline memorandum

cbse class 12 history download previous years paper from - Jun 21 2022

web mar 2 2020 cbse class 12th history board exam is due for 3rd march 2020 students appearing in the exam are advised to solve previous year question papers and sample

[solubility 1 1 4 edexcel igcse chemistry revision notes 2019](#) - Nov 27 2022

web jul 3 2014 solubility are created to determine the amount of solute that can be dissolved in a given amount of solvent based upon temperature the most common solubility

solubility temperature graphs answers worksheets k12 - Mar 20 2022

web displaying 8 worksheets for solubility temperature graphs answers worksheets are use the provided solubility graph to answer the following solubilit

16 4 how temperature influences solubility chemistry - Sep 06 2023

web solubility curves a solubility curve is a graph of solubility measured in g 100 g water against temperature in c solubility curves for more than one substance are often

solubility table of compounds in water at temperature - Apr 20 2022

web oct 4 2023 solubility graph worksheet answers exploring the relationship between solubility and temperature using a solubility graph worksheethave you ever

[solubilitytemperaturese key solubility and temperature answer](#) - Oct 07 2023

web sample answer sugar has a much greater solubility in hot water than cold water so its solubility curve probably resembles the sloping solubility curve of potassium nitrate

[solved b solubility temperature and crystallization plot chegg](#) - May 22 2022

web solubility temperature graphs answers displaying all worksheets related to solubility temperature graphs answers worksheets are use the provided solubility graph to

solubility curve worksheet all in one high school - Jun 22 2022

web refer to the chart below to find reference values per gram of common compounds and salts with chemical formula at six temperatures of 100 g of water from 0 degrees to 100

[solubility graph worksheet answers appeiros com](#) - Feb 16 2022

web jun 4 2023 a solubility curve is a graph of solubility measured in g 100 g water against temperature in c web the solubility is given in grams of the stable that may

solubility the effect of temperature on solubility bbc - Feb 28 2023

web use the provided solubility graph to answer the following questions for questions 1 4 an amount of solute is given and a temperature is stated if all of the solute could be

solubility temperature graphs worksheet answers - Dec 17 2021

2 graphing chemistry libretxts - Apr 01 2023

web gcse ccea solubility ccea solubility and temperature solubility is a measurement of the maximum mass of a substance which will dissolve in 100 g of water at a particular

solubility curves solubility ccea gcse chemistry single - Jul 04 2023

web jun 19 2020 the temperature dependence of solubility can be visualized with the help of a solubility curve which is a graph of the solubility vs temperature examine the

solubility curve definition importance solubility rules problems - Jul 24 2022

web chemistry questions and answers b solubility temperature and crystallization plot graphs for the four salts using the information in table 163 plot using excel 12 10 8 20

solubility temperatures quizzes chemistry docsity - Nov 15 2021

how can i interpret solubility graphs socratic - Oct 27 2022

web nov 20 2013 a solubility graph is drawn to display the solubility at different temperatures from reading a solubility graph one can determine the mass of solute

worksheet solubility graphs name georgia public broadcasting - Dec 29 2022

web apr 25 2014 the best answer i can provide for you is this video demonstration the video explains how to read a solubility graph based upon temperature in 100 grams of water

solubility and temperature solubility ccea gcse - Jan 30 2023

web solubility graphs or curves represent solubility in g per 100 g of water plotted against temperature to plot a solubility curve the maximum mass of solvent that can be

3 2 solubility chemistry libretxts - May 02 2023

web the solubility of potassium nitrate increases the most from approximately 30 g per 100 g water to over 200 g per 100 g water the solubility of sodium chloride hardly changes at

solubility temperature graphs answers worksheets kiddy math - Jan 18 2022

web download solubility temperatures and more chemistry quizzes in pdf only on docsity solubility and temperature answer key vocabulary concentration dissolve

13 4 pressure and temperature effects on solubility - Aug 05 2023

web solubility graphs represent the relationship between solubility in grams of solid per volume of water vs temperature if the solution is above the solubility line it is

welcome to ck 12 foundation ck 12 foundation - Aug 25 2022

web 1 what are the customary units of solubility on solubility curves 3 according to the

[solubility graphs chemistry socratic](#) - Jun 03 2023

web a graph can be used to show the relationship between two related values the independent and the dependent variables in this exercise we shall use graphing techniques to

what are some examples of solubility graphs socratic - Sep 25 2022

web the solubility of a solid in a given solvent is defined as the number of grams of the solute required to saturate 100g of the solvent at a particular temperature the solubility of a

[sri indrakshi stotra](#) - Feb 10 2023

web mar 26 2020 sri indrakshi stotra destruction of mahamari posted on march 26 2020 by atmanandanatha

[indrakshi stotram devanagari vaidika vignanam](#) - Feb 27 2022

web sri indrakshi stotram śrī indrākṣī stōtram stotra nidhi - Oct 06 2022

web aug 2 2022 dhyānam nētrāṇām daśabhiśṣataiḥ parivr tāmtyugracarmāambarām hēmābhām mahatīm

vilambitaśikhāmāmuktakēśānvitām ghaṇṭāmaṇḍitapādapadmayugalām nāgēndrakumbhastanīm indrākṣīm paricintayāmi

manasā kalpōktasiddhipradām 1 indrākṣīm dvibhujām dēvīm pītavastradvayānvitām

[sri indrakshi stotram](#) - Aug 16 2023

web jun 21 2022 i want this indrakshi stotram stotra book needed in kannada cersion with meaning pls tell me where it is available

[indrakshi stotrams stotram co in](#) - Sep 05 2022

web list of all indrakshi stotrams below change the stotram title from english to telugu sanskrit hindi tamil kannada gujarati oriya punjabi malayalam using the options at bottom right side for easy navigation in your local language

indrakshi stotram stotram co in - May 01 2022

web indrakshi stotram in kannada source 1 sanskritdocuments org pdf link text link indrakshi stotram in gujarati source 1 sanskritdocuments org pdf link text link indrakshi stotram in punjabi source 1 sanskritdocuments org pdf link text link indrakshi stotram in bengali

[indrakshi stotram english vaidika vignanam](#) - Aug 04 2022

web indrakshi stotram english vaidika vignanam a collection of spiritual and devotional literature in various indian languages in sanskrit samskrutam hindia telugu kannada tamil malayalam gujarati bengali oriya english scripts with pdf

[vaidika vignanam](#) - May 13 2023

web 6 t d k 71 3 t n 3 3 d

web skip to content menu home chalisa hanuman chalisa hanuman chalisa hindi

indrakshi stotram kannada pdf file10236 pdf pdf scribd - Nov 07 2022

web indrakshi stotram lyrics in kannada pdf file name indrakshi itx location doc devii author traditional language sanskrit
subject philosophy hinduism religion

rama raksha stotram kannada vaidika vignanam - Jun 02 2022

web rama raksha stotram kannada vaidika vignanam a collection of spiritual and devotional literature in various indian
languages in sanskrit samskrutam hindia telugu kannada tamil malayalam gujarati bengali oriya english scripts with pdf