
WORKPLACE SAFETY TIPS



Workplace Streb

N Colangelo



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Entrepreneurial and Human Capital Competences in Organizations Anna Ujwary-Gil, Anna Florek-Paszowska, 2026-01-01
Employer attractiveness in start ups Evidence for the instrumental symbolic framework and the role of protean career orientation Theresa U Zimmer Cornelius J K nig Valentin Hemm Nida ul H Bajwa <https://doi.org/10.7341/20262211> Citation Zimmer T U K nig C J Hemm V those with moderately high levels of both logics were labelled moderate hybridity some with a low level of causation and the lowest level of effectuation were called passive planners and others with a much low level of causation and low level of effectuation were termed as passive effectuators respectively Moderately hybrid entrepreneurs exhibited slightly lower levels of exploration and exploitation compared to actively hybrid entrepreneurs while passive planners and passive effectuators showed significantly lower levels of both activities Additionally compared with the sales of actively hybrid entrepreneurs those of passive effectuators showed a statistically significant lower decline whereas those of passive planners and moderately hybrid entrepreneurs displayed insignificant differences Although exploration did not show a statistically significant relationship with sales decline exploitation did IMPLICATIONS This study adds to the causation and effectuation literature from a person centered approach exploring the association between the different degrees of the composition of decision logics and firm performance Furthermore as this research was conducted with decision makers from companies that faced multiple crises in turbulent times it serves as a guide for entrepreneurs on how to respond to crises with resilience and sustain their businesses ORIGINALITY AND VALUE This is the first study to determine the decision profiles of causation and effectuation logics at an individual level in established firms Keywords entrepreneurial decision making causation logic effectuation logic hybrid decision logic person centered approach entrepreneurial decision profiles knowledge exploration knowledge exploitation firm performance sales decline crisis context emerging economy entrepreneurial resilience managerial cognition strategic behavior under uncertainty K means cluster analysis structural equation modeling causation Creativity at the workplace Comparative study of tourism organizations in Lithuania Poland and Sweden Gita akyt Statnick Anna Katarzyna Mazurek Kusiak Laurencija Budryt Ausiejien <https://doi.org/10.7341/20262215> Citation akyt Statnick G Mazurek Kusiak A K Ilya Bystrov <https://doi.org/10.7341/20262216> Citation Umair S Waqas U Mrugalska B Bystrov I 2026 From green talent management to organizational green image A sequential mediation model Journal of Entrepreneurship Management and Innovation 22 1 95 108 <https://doi.org/10.7341/20262216> Abstract PURPOSE This study advances prior research by examining how both the organization and its employees contribute to the development of the organization s green image METHODOLOGY The present study employed a quantitative approach and conducted a cross sectional survey in 5 star and 4 star hotels in Oman In total 325 of 390 questionnaires were included in the final analysis The proposed hypotheses were tested using SmartPLS 4 0 FINDINGS Green talent management GTM enhances employees green commitment which in turn promotes their pro environmental behavior PEB thereby strengthening the direct

and indirect links between GTM and PEB Employees PEB improves the organization's green image OGI and also mediates the relationship between GTM and OGI Employees green commitment and PEB serve as sequential mediators that explain how GTM translates into a stronger OGI IMPLICATIONS Organizations can implement practices such as green training and rewards to strengthen their green commitment and foster PEB ORIGINALITY AND VALUE The results of this investigation will provide useful insights into the development of strategies and policies to nurture green talent within organizations
Keywords green talent management green commitment pro environmental behavior green image sustainability organization

The Palgrave Handbook of Age Diversity and Work Emma Parry, Jean McCarthy, 2016-11-26 This Handbook incorporates a variety of disciplines and approaches in order to provide a comprehensive and authoritative examination of the issues that result from increasing age diversity at work Despite interest in this area exploding over the past few years amongst academics practitioners and policy makers the analysis of age diversity has remained primarily within disciplinary silos such as Psychology or Sociology with a focus on ageing or generational differences rather than a combination of approaches to understanding age diversity Unique in its coverage of multiple perspectives it considers not only generational and ageing perspectives to age diversity but also highlights the importance of context in driving both the impact and response to this issue The Palgrave Handbook of Age Diversity and Work includes contributions from leading scholars in age and generational diversity from across the world discussing cutting edge research findings about the nature and impact of age diversity and presenting approaches to managing this phenomenon

The Oxford Handbook of Work and Aging Jerry W. Hedge, Walter C. Borman, 2012-03-16 The area of work and aging is complex and multi faceted Its foundation is formed by a wide array of disciplines that both contribute to the complexity of its understanding and offer fertile promise for research development and application in the years ahead With an ever growing population of older workers many of whom are suggesting they will likely continue to work past traditional retirement age it becomes all the more important that we increase our efforts to develop a more thorough understanding of older workers the nature of their interactions with work and the organizations for which they work and the process of transitioning to retirement Clearly there are huge societal and global challenges that will both inform and influence research and application at the individual and organizational levels The Oxford Handbook of Work and Aging examines the aging workforce from an individual worker organization and societal perspective and offers both an integration of current cross disciplinary knowledge and a roadmap for where research and application should be focused in the future to address issues of an aging workforce The volume is divided into six core sections demography theoretical and methodological issues the older worker organizational strategies for an older workforce individual and organizational perspectives on work and retirement and societal perspectives with an aging workforce Bringing together seasoned authors from diverse academic and professional backgrounds new approaches to recruiting workplace flexibility and the right mix of benefits and incentives are presented as a way of engaging an older workforce

Behavioral Determinants of Enterprise Development and Innovation Anna Ujwary-Gil, Natalia R. Potoczek, 2020-01-01 The second issue in 2020 of the quarterly published JEMI explores enterprise development and innovation The behavioral determinants of the economic ventures indicated by the authors is a continually developing trend of research in economic sciences Contemporary enterprises are increasingly investing their resources in obtaining information on factors that stimulate employee behavior in order to increase efficiency or develop innovation Behavioral approach is also used in seeking answers to questions about the development of small and medium enterprises SMEs posed by entities responsible for supporting the SME sector In economic sciences behavioral approaches result from an interdisciplinary view on the behavior of people participating in economic life The behaviors of entrepreneurs managers other participants in an organization clients and entities supporting economic activities are an essential subject of research interest The presented articles show the research perspectives that contribute to the development of a behavioral stream in economic sciences The first article proposes a triangulation of theoretical foundations for behavioral research in economic sciences Dominika Korzeniowska and ukasz Su kowski reviewed the scientific literature and analyzed 37 articles and 21 monographs selected from scientific databases As a result of their research the authors concluded that by adopting different research perspectives in behavioral economics rather than just a cognitive one it is possible to enrich both theoretical and empirical foundations in scientific research Discovering human economic behavior can be done using methods and techniques appropriate to research e g in behavioral or evolutionary trends The authors conduct their analysis in relation to three paradigms cognitive behavioral and evolutionary and then come to the conclusion that these approaches should not be treated as competitive but complementary knowledge of economic behavior For example the evolutionary approach in psychology makes it easier to explain the genetics of certain automatic response patterns that have developed during evolution Its usefulness is expressed in the possibilities of creating an image of the human economic mind or economic society In turn the use of behavioral approaches according to the authors allows finding ways to eliminate the effects of mental traps appearing in the processes of making economic decisions and other problem situations The authors in their research refer to three research trends but ultimately encourage the search for other theories and concepts in the study of human economic behavior and their impact on business ventures The next article presents field studies carried out in West Sumatra The authors use psychoeconomic factors lying on the side of entrepreneurs to study failures in their business operations An essential aspect of the research is the identification and analysis of opportunistic behavior and its impact on the success or failure of operations Hafiz Rahman Eri Besra and Nurhayati conducted quantitative research using multiple and partial regression analysis on a sample of 1541 young entrepreneurs from the West Sumatra province in Indonesia who had experienced failures in their earlier enterprises It was found that psycho economic factors together with the opportunistic behavior of individuals more or less caused the entrepreneurial failure The obtained research results also formed the basis for the claim that opportunistic behavior can be

seen as both a source of business success and failure The authors believe that the research should be of interest to the Indonesian government as it suggests that the creation of entrepreneurial resilience takes place in a process that also considers the failures of undertaken enterprises Young entrepreneurs usually draw conclusions from the mistakes they made which is why it is postulated to support them even in situations of failure e g through entrepreneurship capacity building programs In addition to economic and business knowledge it is necessary to build mental resilience develop maturity logically consider the choice of alternatives improve decision making processes and deal with social pressure The subject of interest of the author of the third article is organizational behaviors that affect high performance Przemysław Zbierowski presented the results of his research conducted on a sample of 406 enterprises using the computer assisted personal interview CAPI technique Based on the collected research material the author analyzed the impact of high performance organizational features on actual organizational performance and the indirect impact on organizational citizenship and entrepreneurship oriented behavior As the author notes his research contributes to the scientific debate in at least three ways Firstly it confirms that the features of high performance have a strong impact on the actual performance of the enterprise which is not surprising but verifies the hypothesis Secondly it indicates entrepreneurial orientation as a partial mediator in this relationship Finally he discovers the very strong impact that high performance features have on the organization's civic behavior The article also has practical implications The obtained research results form the basis for developing organizational citizenship and entrepreneurship orientation through the skillful use of high performance factors Behavioral research trends in economic sciences also include the research presented in the fourth article regarding employee behavior and their development stimulated by managerial coaching Ghulam Abid Saira Ahmed Tehmina Fiaz Qazi and Komal Sarwar filled the research gap in the field of sustainable employee development in the organization The research conducted by them is pioneering The authors relate to the context of work and individual differences in promoting a thriving workplace The intervention mechanism of self efficacy and prosocial motivation in the relationship between managerial coaching and thriving at work was explored using a sequential mediation approach Data were analyzed using Hayes Process Model 6 based on 1 000 bootstrap resampling with an actual sample of 221 respondents The obtained results confirm that managerial coaching increases employee self efficacy The goal of coaching is to increase the employee's sense of self efficacy in connection with a particular activity so that he or she can perform his or her tasks effectively and efficiently Efficiency among employees directly activates positive moods that help engage employees and trigger prosocial behavior This study contributes to the detection of awareness related to the links between prosocial motivation and employee development and provides an additional comprehensive analysis of the procedure for obtaining the positive effects of managerial coaching Another group of articles relates to the behavioral aspects of developing innovation in enterprises in relation to employees as well as the implementation of innovation by customers Determinants of innovation in enterprises have become the subject of

the research interests of Izabella Steinerowska Streb and Grzegorz G d The authors presented the results of their research which was conducted on a sample of 353 Polish family businesses In the course of the conducted research it was possible to determine whether family businesses that introduced the creative ideas of their employees were more innovative than others The company s innovativeness can be expressed in the product process marketing or organizational area The authors also examined the relationship between the innovation of family businesses and their involvement in activities that stimulate creative thinking build trust in the workplace stimulate employee development and support team integration The study revealed that family businesses that are aware of the importance of creative employees and that bring their employees creative ideas into business practice are more innovative than other family businesses In addition it was found that an increase in company innovation exists when the company supports employee development Interesting behavioral aspects are presented in the research on employee resistance to implementing technological innovations i dem S caky z and Oya Hacire Y regir conducted a study of medical personnel at a public hospital in Adana Turkey to investigate the reasons for employee resistance to implementing an IT system The Technology Acceptance Model TAM was expanded to include factors such as affective commitment gender and age Based on the data collected from 291 surveys a regression analysis was conducted which led to the formulation of conclusions regarding the usefulness of information technology its ease of use and affective commitment It was examined whether demographic factors such as age gender position and tenure are associated with resistance to implemented technological innovations The results of this study confirm earlier models of technology acceptance The practical implications of the study relate to the need to increase employee participation in making decisions about the change process The examined resistance of employees to technological innovations should also be treated as an essential voice in the discussion of problems related to managing change in the organization In the article presented by Neema Mori and Rosallia Mlambiti attention was focused on the acceptance of product innovation by customers The research was carried out in Tanzania using the example of mobile banking services To examine the impact of demographic factors on the adoption of innovative mobile banking services Rogers Diffusion Innovation Theory DIT was applied to 416 clients of a leading bank in Tanzania Regression results showed a positive and significant relationship between income level and education on the one hand and the adoption of mobile banking on the other Practical implications refer to the recommendations to develop promotional practices and awareness campaigns and capture customer demographic profiles to encourage them to use mobile banking The study showed the importance of using the situational theory to adopt innovative technologies in banking services in Tanzania The authors indicate that this approach to research issues broadens the understanding of the importance of demographic factors especially in relation to the Sub Saharan African region and also contributes to a better understanding of mobile banking from the point of view of the bank s customers in Tanzania The last article covers a bibliometric analysis of published research results in the field of business innovation its financing and policy

framework The analysis was based on the resources of the Web of Science Core Collection using Vosviewer for the period 1990-2019. The researched publications were divided according to the research area and then the research gaps were identified. In total, 437 articles were found that went through various stages of selection. 32 publications were analyzed in detail and the study presents citations received by each of these selected publications and their summaries. Thematically grouped summaries show the areas that the researchers paid more or less attention to. The conducted research allowed the authors to state that the countries involved in a higher level of innovation had a higher level of publication. Few studies on this topic have been developed in emerging economies such as Africa and Asia, excluding China and Taiwan. A similar situation was noted for countries in the Middle East. Most of the research comes from the United States and European countries. The article also refers to aspects such as the time horizon of research approach and research methods. The results of the presented research allow readers to get acquainted with the current state of publications on the subject of financing innovation and policy in this field. The editors express the hope that the articles presented will contribute to the development of knowledge on behavioral aspects of the functioning of enterprises and the development of innovation. The authors' extension of the research perspective with behavioral determinants strengthens our belief in the legitimacy of supporting this research trend in JEMI. We thank all the researchers and authors for enriching their studies, broadening the perspective of resolving complex management problems and developing innovation in organizations dispersed in geographical, economic, and cultural terms. We hope all readers will find this second issue of JEMI in 2020 both interesting and informative.

G.K. Hall **Bibliographic Guide to Dance** New York Public Library, Dance Division, 2001. *Campus Hate Speech on Trial* Timothy C. Shiell, 2009. Ban it: the initial arguments for campus speech codes. Wayne Dick's plea: the critics fight back. See you in court: the campus hate speech cases. Hostile environment takes a front seat. The attack on hostile environment. And the verdict is: The debate. 1998-2008. *Daily Labor Report*, 2008-05. *The Colliery Guardian and Journal of the Coal and Iron Trades*, 1933-07. *Campaigns & Elections*, 2008. **Glückauf**, 1986. *BNA's Employment Discrimination Report*, 2008. *North Eastern Reporter*, 2001. **Women in the Office** Ann Eyerman, 2000. Secretaries, administrative assistants, clerks, word processors, and telemarketers make up a sector of the working world whose voice is rarely heard. In this timely and insightful investigative analysis, Ann Eyerman places these women front and center. She brings to our attention just how important office work is to the functioning of our economy and how restructuring under the global economy is causing dramatic shifts in the office environment. Is a full-time job a thing of the past? How is downsizing affecting women working in insurance, banking, law, and education? Are the new technologies making their lives easier or have they created greater responsibilities, longer hours, and higher stress levels? In *Women in the Office*, Ann Eyerman takes these questions to the women in the field. Contributing her own story along with candid conversations of eleven office workers, Eyerman brings to the fore the concerns women face in their drastically shifting workplaces. These narratives are framed by a sharp and concise

explanation of the social and political shifts behind these transitions Yet despite these setbacks Eyerman demonstrates the resourcefulness of women She uncovers the strategies women are developing to preserve their working culture their sense of self and their economic well being in a time of global change **Metropolis** ,1995 *Works and Days* ,2009 **Clued In To Politics: A Critical Thinking Reader In American Government, 2nd Edition** Christine Barbour,Matthew J Streb,2006-12-01 **Labour Arbitration Cases** ,1996 **Management Basics for Information Professionals G.** Edward Evans,Patricia Layzell Ward,2007 G Edward Evans and Patricia Layzell Ward ISBN 9781555705862 Published 2007 6 x 9 575 pp 65 00 Request an Exam Copy WorldCat record Add to LibraryThing DescriptionFree PreviewReviewsCompanion Web Site Completely revised and expanded to reflect the rapidly changing sphere of information services this comprehensive introduction to the management of libraries builds the basic skills good library managers must exercise The authors offer an authoritative approach on the fundamental concepts of management while recognizing the diverse needs of different operating environments This edition features two new chapters Managing Diversity and Career Development and is kept up to current by material housed on the Web Drawing from examples of successful leadership techniques from a variety of services archives information brokers libraries records managements and more this book demonstrates the most effective ways to plan delegate make decisions communicate and lead a team Equal emphasis is placed on personal fiscal and technological issues as well as a look at what the future may hold for incoming managers A practical up to date introduction to library management here is a text that will appeal to LIS educators new and experienced libraries in management positions students and anyone wishing to acquire a sound knowledge of both the theory and practice of management within the changing information workforce [Directory of Labour Organizations in Canada](#) Canada. Workplace Information Directorate,Canadian Government Publishing,1998 The Directory is a compendium of data on union membership and unions congresses and other labour organizations in Canada It includes an alphabetical listing of union organizations the names and addresses of principal officers titles of union publications upcoming conventions and the geographic distribution of union local branches in Canada *Academy of Management Learning & Education* ,2006

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