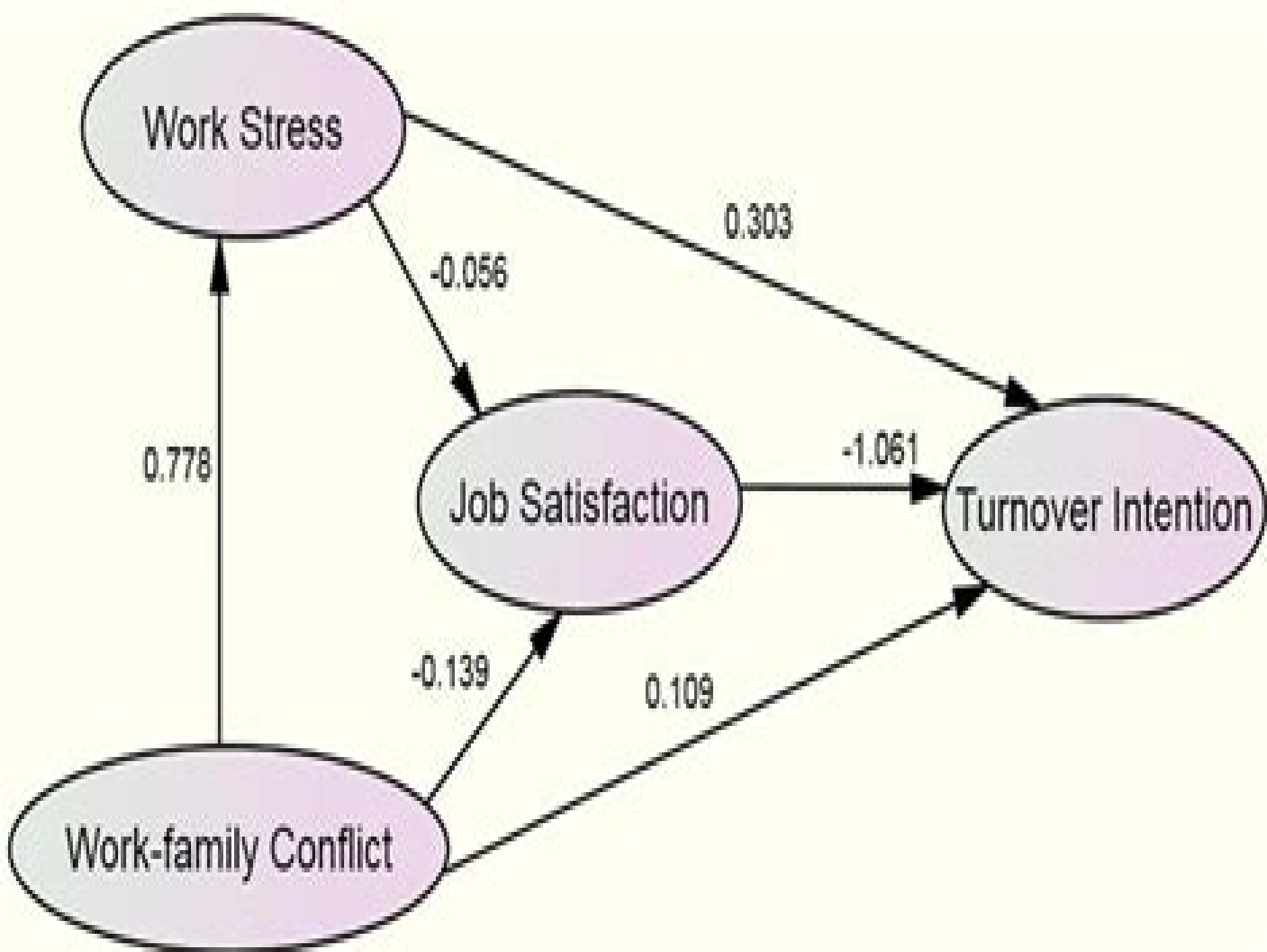




Job Satisfaction Work Performance And Turnover Intention

**Monica Thiel, Gabriele Giorgi, Antonio
Ariza-Montes, Nicola Mucci**



Job Satisfaction Work Performance And Turnover Intention:

Proceedings of the 5th International Conference on Economic Management and Big Data Application (ICEMBDA 2024)

Kun Zhang, Hang Luo, Tang Yao, Hongbo Li, 2024-12-29 This is an open access book The 5th International Conference on Economic Management and Big Data Applications ICEMBDA 2024 is scheduled to be held in Tianjin China on October 25 27 2024 The 5th International Conference on Economic Management and Big Data Application ICEMBDA 2024 is an essential forum for researchers practitioners and educators to present and discuss the most recent innovations trends and concerns as well as practical challenges encountered and solutions adopted in the fields of economic management and big data analytics Scheduled to be held in an era marked by rapidly evolving digital technologies ICEMBDA 2024 aims to bridge the gap between big data technologies and their practical implementation in economic management Background The integration of big data analytics into economic management has revolutionized decision making processes by enabling more precise evidence based strategies that potentially lead to superior outcomes As big data continues to grow in volume variety and velocity the necessity for its application in economic strategies and policies has never been more critical ICEMBDA 2024 addresses this urgency acting as a pivotal platform for academic and industry professionals to synergize knowledge and foster advancements Conference Themes ICEMBDA 2024 will center around a wide range of themes pertinent to the intersection of economics management and big data Big Data Analytics and Economic Forecasting Utilizing big data in predictive analytics to forecast economic trends and inform policy making Data Driven Decision Making in Business and Economics Methods and technologies that support data driven strategies in businesses and economic institutions Ethics and Privacy in Big Data Addressing the ethical considerations and privacy concerns arising from extensive big data utilization in economic management Technological Innovations in Big Data Exploring advancements in data processing AI and machine learning that enhance economic data analysis Impact of Big Data on Economic Policy and Management Examining how big data has transformed public and private sector economics focusing on efficiency accuracy and compliance Case Studies on Big Data Applications in Various Economic Sectors Success stories and lessons learned from applying big data solutions across different branches of economics **Education And Human Resource Management** Randhawa, 2007 Study

conducted in Haryana India *Proceedings of the 11th International Conference on Business, Accounting, Finance and Economics (BAFE 2023)* Yuen Onn Choong, Fanyu Chen, Keng Soon William Choo, Voon Hsien Lee, Chooi Yi Wei, 2023-12-29 This is an open access book The Faculty of Business and Finance Universiti Tunku Abdul Rahman UTAR is pleased to organize the 11th International Conference on Business Accounting Finance and Economics BAFE 2023 on 25th October 2023 in hybrid mode via Online meeting with Zoom platform and physical mode at UTAR Kampar Campus This conference aims to bring together researchers to present up to date works that contribute to new theoretical methodological and empirical knowledge **The Good Working Life** Hannes Zacher, 2024-12-24 This book adapts the ancient philosophical

notion of the good life to the context of modern work and organizations It outlines a vision of the good working life as the simultaneous experience of high levels of job satisfaction work meaningfulness and work psychological richness In the chapters these three dimensions of the good working life are related to various individual differences such as demographic and personality characteristics as well as different work characteristics including job demands and job resources The three dimensions of the good working life are also analysed across different industries and differentially related to important work outcomes such as job engagement performance and occupational health as well as key life outcomes including life satisfaction health societal contributions and wisdom Promoting a positive psychological perspective on work this book offers a compelling read for academics students and practitioners interested in improving employee wellbeing and reducing stress in organizations

The Oxford Handbook of Personnel Assessment and Selection Neal Schmitt,2012-03-28 Employee selection has long stood at the practical forefront of industrial organizational psychology Today s social business and economic climates require ongoing adaptations by those who select organizations personnel and research on the topic helps gauge the impact of these adaptations and their implications for human performance and potential The Oxford Handbook of Personnel Assessment and Selection codifies the wealth of new research surrounding employee selection web based assessments social networking globalization of organizations situating them alongside more traditional practices to establish the best and most relevant research for both professionals and academics Comprising chapters from authors in both the private sector and academia this volume is organized into seven parts 1 historical and social context of the field of assessment and selection 2 research strategies 3 individual difference constructs that underlie effective performance 4 measures of predictor constructs 5 employee performance and outcome assessment 6 societal and organizational constraints on selection practice and 7 implementation and sustainability of selection systems While providing a comprehensive review of current research and practice the purpose of this handbook is to provide an up to date profile of each of the areas addressed and highlight current questions that deserve additional attention from researchers and practitioners This compendium is essential reading for industrial organizational psychologists and human resource managers

Advancing Social Purpose in Organizations: An Interdisciplinary Perspective Monica Thiel,Gabriele Giorgi,Antonio Ariza-Montes,Nicola Mucci,2021-08-17

Human Resource Management, 11th Edition Raymond J. Stone,Anne Cox,Mihajla Gavin,Joseph Carpini,2024-06-04 The new edition of Raymond Stone s Human Resource Management is an AHRI endorsed title that has evolved into a modern relevant and practical resource for first year HRM students This concise 15 chapter textbook gives your students the best chance of transitioning successfully into their future profession by giving them relatable professional insights and encouragement to exercise their skills in authentic workplace scenarios

Business Sustainability with Artificial Intelligence (AI): Challenges and Opportunities Esra AlDhaen,Ashley Braganza,Allam Hamdan,Weifeng Chen,2024-10-22 This book covers different technological and business related issues including ethical use and cultural

sensitivity of data used in businesses managing data privacy and protection governance standards for digital transformation executive leadership strategic decisions and business innovation and sustainability With the recent development of artificial intelligence AI businesses are urged to consider innovation while applying digital transformation Depending on the nature of the businesses it is found that innovative digital transformation is required with the use of artificial intelligence However the future of AI in businesses is yet unclear the question is it true that without digital transformation businesses are no longer sustainable Researchers argue that digital transformation could be an opportunity for business to create a global brand however several implications and challenges should be considered including governance and responsible digital management This book explores how businesses could benefit from AI and leverage technologies to sustain businesses The book is authored by leading experts in the field of AI digitalization and business innovation and sustainability the author s diversity reflects quality of research with high level of impact in the research topic It is written in accessible language that makes it easy for business leaders researchers policymakers and anyone interested in the future of business development to understand the complex concepts and ideas presented in the book This book provides insight for executive leaders in setting new innovative strategies toward leveraging AI in business at different levels of operations to support business sustainability The book provides different theoretical and practical practices and case studies that could be used as a guideline for policy making and devising innovative directions

Proceedings of the 5th International Conference on Global Innovation and Trends in Economy 2024 (INCOGITE 2024) Soebowo Musa, Eric J. Nasution, Derek Ong Lai Teik, Hanny N.

Nasution, Gilbert M. Tumibay, Amizawati Mohd. Amir, Diena Mutiara Lenny, Sabrina O. Sihombing, 2024-12-11 This is an open access book The International Conference on Global Innovation and Trends in Economy INCOGITE is the initiative of the Swiss German University SGU Universitas Pelita Harapan UPH and Universitas Multimedia Nusantara UMN in collaboration with institutions professional associations industries and partner universities in Indonesia and abroad INCOGITE aims to provide a collaborative platform for scholars researchers and industry members for the advancement of the economic field

Agile Leadership in the Light of Efficiency of Organizations and the Health of Employees, 2nd edition Paul Jimenez, Borut Milfelner, Anita Bregenzer, 2025-09-30 The digital age is characterized by rapid progress and constantly changing framework conditions which presents companies with special challenges that can be described with the acronym VUCA volatility uncertainty complexity and ambiguity A strong booster for drastic changes were lockdowns and pandemic requirements when many teams had to work from home and their leaders did not see their employees for weeks or longer Managers were increasingly confronted with sudden and unexpected changes and had to react quickly and flexibly to unforeseen circumstances and their consequences In order to be able to react to these requirements companies had to be flexible and constantly orientate themselves to the current framework conditions they have to be agile Agility can be focused on the company the workforce the team the leaders or the employees An agile manager defines and disseminates a guiding vision

and is able to lead the team and continuously influence team behavior Agile leaders should be able to create an innovation friendly climate in which employees feel safe to experiment exchange information help and support one another and develop creative ideas The result is high resilience and output and ideally a health promoting work environment This Research Topic will focus on the way of working in virtual teams on smart or agile leadership distance leading and consequently the changes which arise out of the form of working alone and the economic and personal benefits of this concept Research questions therefore could focus on problems which can arise but also positive outputs for the organization and the employees the best conditions for agile leadership the requirements for the working environment or the requirements for leaders The subjects of this Research Topic include but are not limited to the following areas Conceptual views of agile and or smart leadership Agile leadership of digital teams in general New organizational structures flat organizational structures Self organized teams division of tasks distribution of decision making authority power sharing employee participation Effects of agile leadership on the well being indicators of the workforce e g burnout Leadership challenges in times of unexpected changes Economic benefits of agile leadership Critical aspects of agile leadership and agile teams in the view of psychosocial risks Effects of agile leadership on the well being indicators of the workforce Health and beneficial outcomes of agile leadership

The Work-Family Interface in Global Context Karen Korabik,Zeynep Aycan,Roya Ayman,2017-04-07 Based on a sweeping ten country study The Work Family Interface in Global Context comprises the most comprehensive and rigorous cross cultural study of the work family interface to date Just as work family conflict is associated with negative consequences for workers organizations and societies so too can the work and family domains interact positively to enhance or enrich one another Drawing on qualitative quantitative and policy based data chapters in this collection explore the influence of culture on the work family interface in order to help researchers and managers understand the applicability of work family models in a variety of contexts and further conceptualize work family interactions through the development of a more universal knowledge Members of the Project 3535 Team Karen Korabik University of Guelph Canada Zeynep Aycan Ko University Turkey Roya Ayman Illinois Institute of Technology USA Artiawati University of Surabaya Indonesia Anne Bardoel Monash University Australia Anat Drach Zahavy University of Haifa Israel Leslie B Hammer Portland State University USA Ting Pang Huang Soochow University Taiwan Donna S Lero University of Guelph Canada Tripti Pande Desai New Delhi Institute of Management India Steven Poelmans EADA Business School Spain Ujvala Rajadhyaksha Governors State University USA Anit Somech University of Haifa Israel Li Zhang Harbin Institute of Technology China

Social Issues in the Workplace: Breakthroughs in Research and Practice Management Association, Information Resources,2017-11-30 Corporations have a social responsibility to assist in the overall well being of their employees through the compliance of moral business standards and practices However many societies still face serious issues related to unethical business practices Social Issues in the Workplace Breakthroughs in Research and Practice is a comprehensive reference source for the latest scholarly material on

the components and impacts of social issues on the workplace Highlighting a range of pertinent topics such as business communication psychological health and work life balance this multi volume book is ideally designed for managers professionals researchers students and academics interested in social issues in the workplace Handbook of Research on Organizational Culture and Diversity in the Modern Workforce Christiansen, Bryan, Chandan, Harish C., 2017-03-24 Optimal development of contemporary businesses is dependent on a number of factors By creating novel frameworks for organizational behavior effective competitive advantage can be achieved The Handbook of Research on Organizational Culture and Diversity in the Modern Workforce is a comprehensive reference source for the latest scholarly content on components and impacts on effecting culturally diverse workplace environments Highlighting a range of pertinent topics such as emotional intelligence human resources and work life balance this publication is ideally designed for managers professionals researchers students and academics interested in emerging perspectives on organizational development

Handbook of Attitudes, Volume 2: Applications Dolores Albarracin, Blair T. Johnson, 2018-10-10 Attitudes are evaluations of people places things and ideas They help us to navigate through a complex world They provide guidance for decisions about which products to buy how to travel to work or where to go on vacation They color our perceptions of others Carefully crafted interventions can change attitudes and behavior Yet attitudes beliefs and behavior are often formed and changed in casual social exchanges The mere perception that other people say rich people favor something may be sufficient to make another person favor it People s own actions also influence their attitudes such that they adjust to be more supportive of the actions People s belief systems even change to align with and support their preferences which at its extreme is a form of denial for which people lack awareness These two volumes of The Handbook of Attitudes provide authoritative critical surveys of theory and research about attitudes beliefs persuasion and behavior from key authors in these areas This second volume covers applications to measurement behavior prediction and interventions in the areas of cancer HIV substance use diet and exercise as well as in politics intergroup relations aggression migrations advertising accounting education and the environment Financial Statistics and Data Analytics Shuangzhe Li, Milind Sathye, 2021-03-02 Modern financial

management is largely about risk management which is increasingly data driven The problem is how to extract information from the data overload It is here that advanced statistical and machine learning techniques can help Accordingly finance statistics and data analytics go hand in hand The purpose of this book is to bring the state of art research in these three areas to the fore and especially research that juxtaposes these three **Management, Tourism and Smart Technologies**

Carlos Montenegro, Álvaro Rocha, Juan Manuel Cueva Lovelle, 2024-01-03 This book presents advances in the research of various entities in the world which are working on the application of technology or management in tourism Indeed one of the sectors hardest hit by the pandemic was tourism likewise one of the post pandemic effects is the rapid recovery of the sector but more importantly is the great innovation that has occurred in marketing strategies for tourism using technology and

applying management strategies not only to be more profitable but to have the best customer satisfaction The book is aimed at the general public that seeks to innovate learn from lessons learned and establish a knowledge base in mechanisms that apply technology or management in tourism with the aim of improving the experience of all those involved in the business chain This compendium aims to share all those great experiences and researches in the areas of Managements Tourism Marketing strategies in Management Tourism and Technology Technology Applied Computer Science Artificial Intelligence Business Administration Cloud Computing Educational Management Finance Insurance and Services Management Health Tourism Human Resource Management Information Systems Planning and Management Information Technologies in Tourism Internet Technology Knowledge Management Management of Supply Chain and Logistics Marketing Innovation Robotics Strategic Management Innovation Sustainability Management Technical Economy Management Technical Innovation and Management Technology in Tourism and Tourist Experience Tourism Industry and Ecology Tourism Management a total of 77 research projects and many spaces and relationships between researchers to collaborate in the advancement of science are presented Proceedings of the International Conference on Education, Humanities, Social Science (ICEHoS 2022) Prasetyo Hartanto,Joko Suprapmanto,2023-07-31 This is an open access book The International Conference on Education Humanities and Social Science ICEHoS is an activity in the form of an international conference by presenting new studies and research results in the fields of Education Humanities and Social Sciences The Elementary School Teacher Education Study Program is the organizer of this international conference ICEHoS is the second conference held by us and will be held virtually due to the COVID 19 Pandemic which has not shown a better situation The 2nd ICEHoS 2022 conference is expected to be able to bring together national and international scale researchers academics practitioners students and community and industry activists in our chosen fields Considering the COVID 19 pandemic which has impacted various lines especially research in this field the 2nd ICEHoS 2022 international conference has the main theme The future education in society 5 0 to build a strong learning connection Proceedings of the 19th International Symposium on Management (INSYMA 2022) Werner Ria Murhadi,Dudi Anandya,Noviaty Kresna Darmasetiawan,Juliani Dyah Trisnawati,Putu Anom Mahadwartha,Elsye Tandelilin,2023-02-11 This is an open access book The INSYMA 19 will be the first INSYMA to be held in a hybrid format the offline event will be held in Bali Indonesia Bali is chosen as the location of the INSYMA because it is known as Indonesia s most famous tourist destination not only for domestic but also for foreign tourists Both offline and online presenters are welcome to contribute to this year s conference This is an open access book *People Management* ,2023-04-26 Managing people is the chief task of human resources officers in businesses and industries worldwide It is a difficult and demanding task especially in this era of highly dynamic and constantly changing business environments In addition the COVID 19 pandemic led to major and perhaps irreversible changes in how people work and how businesses operate This book provides a comprehensive overview of what it means to manage people in the modern world It

includes sixteen chapters organized into three sections People Management in a VUCA World A Bright Future for People Management and People Management for People Happiness Chapters address such topics as dealing with staff turnover human resource development strategies during and post crisis diversity management the relationship between career development and value proposition the happy productive worker thesis HPWT and much more *Strategies for Attracting, Maintaining, and Balancing a Mature Workforce* Hughes, Claretha, 2019-12-27 There is no end in sight as the Fourth Industrial Revolution becomes more prevalent across the world Artificial intelligence AI is making it imperative that machines and technology be integrated within the workplace As the workforce ages there has to be a way to acquire the tacit and explicit knowledge of these workers The fields of human resource development and workforce development must lead in efforts to train and develop these workers for continuous technological change *Strategies for Attracting Maintaining and Balancing a Mature Workforce* is an essential reference source that examines efforts for engaging retaining and utilizing an aging workforce in a workplace that is increasingly becoming more technology centered and provides reskilling and upskilling strategies to address the skills gaps The title compiles vital human resource and workforce development strategies that assist these professionals with helping all employees at all levels within the workforce attain work keep their jobs and grow in their development to assist others Featuring research on topics such as organizational culture career learning and agile workforce this book is ideally designed for managers executives recruiters hiring professionals managing directors human resources professionals business researchers industry professionals academicians and students

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