

Human Resource Management Applications

7th Edition

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Human Resource Management Gbv

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Tourism and Gender-based Violence Paola Vizcaino, Heather Jeffrey, Claudia Eger, 2020-08-14 This book focuses on the multiple and interconnected manifestations of violence that women girls encounter in tourism consumption and production while seeking to open the debate on violence against sexual minorities LGBT and discussing men boys as victims and perpetrators of GBV

HOSPITAL ADMINISTRATION AND HUMAN RESOURCE MANAGEMENT Sharma, D. K., GOYAL, R.C., 2017-08-01 This revised and updated edition continues to discuss in detail the methods and measures of planning organizing staffing directing and controlling a hospital and its administration The new edition highlights the usage of scientific techniques to improve the overall services of the hospital its management and hence the patients Three appendices namely Is Section 304A of the Indian Penal Code applicable to Doctors Is it Essential to take the Consent of the Patient before Surgery and Guidelines to Consumer Forums in case of Medical Negligence or Deficiency in Service are given in the book Primarily intended for the students pursuing Masters in Hospital Administration MHA diploma in Hospital Administration or Health Care Services and undergraduate and postgraduate courses in Nursing the book would be equally useful for hospital administration staff nurses and HRM professionals who are serving Medical industry NEW TO THIS EDITION Two new chapters namely Corporate Social Responsibility and An Introduction to Management have been added The latest National Health Policy 2017 announced by the Government of India has been briefly discussed NITI AAYOG has also been incorporated in this edition

WHAT THE REVIEWERS SAY 1 This book vividly covers the principles and objectives of management including the financial administration of a hospital It is essential for the hospital administrators and students of hospital management Swaraj Halder Hony Editor Journal of Indian Medical Association Kolkata 2 Overall the book is educative relevant and is very well written It would serve as a reference book for all hospital administrators Professor Veena Choudhary Director G B Pant Hospital New Delhi Excerpt from Book Review in JIMSA January March 2010 3 Keeping in view the highly educated and skilled clinicians this book on Hospital Administration and Human Resource Management is recommended to students of MBA MD and PGD Hospital and Healthcare Management Authors have included chapters on MBO and Human Relations and Team Work which are very critical for harmonious working and aligning of goals of employees with that of the organization Academy of Hospital Administration

Gender-Based Violence in Sub-Saharan Africa Alex Asakitiki, Patrick Bashizi Bashige Murhula, 2024-10-15 Gender Based Violence in Sub Saharan Africa Prevalence Patterns and Policies examines the multifaceted issue of gender based violence GBV in Sub Saharan Africa offering an in depth exploration of its prevalence underlying patterns and the policies and frameworks that aim at addressing it The book provides a regional overview on the prevalence of GBV drawing on a wealth of statistical data and case studies and examines the diverse forms of gender based violence on the African sub region including domestic violence sexual harassment trafficking and harmful traditional practices highlighting the complex social cultural and economic factors that create and

sustain these abuses In analyzing GBV patterns contributing authors investigate the dynamics of power and control that underpin gender based violence exploring how the intersection of identities such as class migration and sexuality influence individuals experiences The policy component evaluates international national and local responses to GBV and reviews existing legal frameworks protection mechanisms and support services identifying both best practices and significant gaps It also considers the effectiveness of public awareness campaigns education programs and community based interventions in shifting societal attitudes and reducing the incidence of GBV This book provides essential insights for policymakers researchers students and activists committed to combating GBV and supporting survivors

Religion and Gender-Based Violence Brenda Bartelink, Chia Longman, Tamsin Bradley, 2022-09-15 This book takes religion as an entry point for a deeper exploration into why practices of gender based violence continue and what possible actions might help to contribute to their eradication International donors are committed to reducing and ending gender related harm particularly violence against women but clear answers as to why harmful practices persist are often slow to emerge Theological research struggles to find strong links yet religion is often referred to by local people as the reason for practices such as female cutting male circumcision early and forced marriage nutritional taboos and birth practices mandatory un veiling harmful spiritual practices polygamy gender unequal marital and inheritance rights and so called honour crimes This book presents empirical cases of religious non religious and secular actors including local and international governmental and non governmental agencies in the fields of development health and equality policies Tracing their different understandings of how religion is entangled with gender based violence both contextually as well as historically the book sheds light on helpful and unhelpful as well as erroneous and harmful understandings of such practices in local and global perspectives Centralising the perspectives of women themselves this book will be an important read for development practitioners and policy makers as well as for researchers across religious studies gender studies and global development

Gender-based Violence Geraldine Terry, Joanna Hoare, 2007 This book brings together some of the most interesting and innovative work being done to tackle gender based violence in various sectors world regions and socio political contexts It will be useful to development and humanitarian practitioners policy makers and academics including gender specialists

Sustainable Human Resource Management Ina Ehnert, 2009-07-07 Predictions are that sustainability becomes the next big topic for Human Resource Management after internationalization and globalization This book gives new answers to these questions How can HRM contribute to attracting developing and retaining highly qualified human resources over time How can a paradox perspective contribute to understanding and coping with paradoxical tensions How can sustainability be used as a deliberate strategy for HRM The conceptual part of the book looks at the notion of sustainability opens it up for Strategic HRM and identifies blind spots in Strategic HRM theory Paradox theory is introduced as an analytical framework for Sustainable HRM Initial suggestions are made for sustainability strategies and for coping with paradoxes and tensions The exploratory part

examines how 50 European Multinationals communicate their understanding of sustainability and HRM and which HR issues and practices they are linking to the topic

GENDER ISSUES AMITA SAXENA, 2019-08-21 Gender inequality and discrimination not only in India all over world is a multifaceted issue that has been related to both men and women Some people think gender equality indices place men at a disadvantage when India s population is surveyed women are found to be at disadvantage in several ways These trends are disturbing as a natural prediction would be that with growth comes education and prosperity the dowry system involving a cash or in kind payment from the bride s family to the grooms at the time of marriage is another institution that disempowered women It reinforces the inferior status of Indian women and puts them at risk of violence in their marital households The normalization of intra household violence is a huge detriment to the welfare of women Crimes against women have doubled Gender inequality extends across various facets of society Political participation is a key factor to rectify this situation Gender bias extends to electoral politics and their representative also The book deals with Population Stabilizing Measure Juvenile Delinquency Gender Based Violence Women Fish Retailers Gender Inequality Geriatric Issues in Women and their Management in India Women s Attitude And The Environment The Journey of Indian Women across ages Gender Discrimination in the Workplace Violence Against Women dowry system Women s Role in Developing Technology Increasing Productivity Improving Lives Gender Budgeting Trafficking of women for Sexual Exploitation and Women In Politics

Gender-Based Violence and Layered Disasters Nahid Rezwana, Rachel Pain, 2022-12-30 This book investigates the widespread and persistent relationship between disasters and gender based violence drawing on new research with victim survivors to show how the two forms of harm constitute layered disasters in particular places intensifying and reproducing one another The evidence is now overwhelming that disasters and gender based violence are closely connected not just in moments of crisis but in the years that follow as the social economic and environmental impacts of disasters play out This book addresses two key gaps in research First it examines what causes the relationship between disasters and gender based violence to be so widespread and so enduring Second it highlights victim survivors own accounts of gender based violence and disasters It does so by presenting findings from original research on cyclones and flooding in Bangladesh and the UK and a review of global evidence on the Covid 19 pandemic Drawing on feminist theories it conceptualises the coincidence of gender based violence disasters and other aggravating factors in particular places as layered disasters Taking an intersectional approach that emphasises the connections between culture place patriarchy racism poverty settler colonialism environmental degradation and climate change the authors show the significance of gender based violence in creating vulnerability to future disasters Forefronting victim survivors experiences and understandings the book explores the important role of trauma and how those affected go about the process of survival and recovery Understanding disasters as layered casts light on why tackling gender based violence must be a key priority in disaster planning management and recovery The book concludes by exploring critiques of existing formal responses which

often ignore or underplay gender based violence The book will be of interest to all those interested in understanding the causes and impacts of disasters as well as scholars and researchers of gender and gender based violence

Decolonising African University Knowledges, Volume 2 Amasa P. Ndofirepi, Felix Maringe, Simon Vurayai, Gloria Erima, 2022-10-14 This book explores the influence of neoliberal globalisation on African higher education considering the impact of the politics of neoliberal ideology on the nature and sources of knowledge in African universities Written by African scholars the book engages with debates around the commodification of knowledge socially just knowledge knowledge transformation collaboration and partnerships and indigenous knowledge systems It challenges the neoliberal approach to knowledge production and dissemination in African universities and contributes to debates around decolonising knowledge production in Africa The chapters draw on experiences from universities in different sub Saharan countries to show how the manifestation of neo colonialism through the pursuit of the hegemonic neoliberal philosophy is impacting on decolonising university knowledge in Africa Providing a unique critique of the impact of neoliberal higher education in Africa the book will be essential reading for researchers scholars and postgraduate students in the field of Sociology of Education decolonising education Inclusive Education and Education Policy

Promoting an Integrated Approach to Combat Gender-based Violence Margaret Oguli-Oumo, 2002 This practical manual addresses the problems inherent in current strategies especially lack of collaboration between different agencies and individuals working in the area of gender based violence The book encourages development and implementation of policies programmes and plans

Encyclopedia of Human Resource Management Stewart Johnstone, Jenny K. Rodriguez, Adrian Wilkinson, 2023-02-14 Thoroughly revised and updated to include contemporary terms that have gained importance such as furlough unconscious bias platform work and Great Resignation this second edition of the Encyclopedia of Human Resource Management is an authoritative and comprehensive reference resource comprising almost 400 entries on core HR areas and concepts

Protection from gender-based violence in food and nutrition security interventions Food and Agriculture Organization of the United Nations, 2018-03-05 The purpose of this Guide is to equip FAO and its partners with information on Gender Based Violence GBV relevant to their work and provide practical guidance on how to design and deliver food security and nutrition programmes in ways that prevent and mitigate GBV and contribute to the protection of survivors and those at risk In view of the Organization s specific areas of competence in food security nutrition and agricultural livelihoods this Guide will focus on GBV issues in this context All staff should endeavour to understand the contents of this Guide and follow its recommendations to ensure FAO creates safe and sustainable livelihood opportunities that can truly build resilience The Guide is a living document that will continue to evolve as FAO accumulates experiences and lessons learned in an ever changing working environment

The Gender Based Violence Indicators Study Mercy Machisa, Roos van Dorp, 2012 Over two thirds of women in Botswana 67% have experienced some form of gender violence in their lifetime including partner and non partner violence A smaller but still high proportion

of men admit to perpetrating violence against women Inspired by the Commonwealth Plan of Action on Gender and Development 2005 2015 and Southern African Development Community SADC Protocol on Gender and Development target of halving GBV by 2015 this research project provides the first comprehensive and comparative baseline assessment of the extent effects and response to GBV in Botswana A representative sample of 639 women and 590 men across Botswana completed questionnaires in their preferred local language on behaviour and experiences related to GBV Researchers asked women about their experience of violence perpetrated by men while men were asked about their perpetration of violence against women

Women, Organizations and Vulnerability Hugo Gaggiotti, Isis Arlene Díaz-Carrión, 2025-03-04 Why are women despite being resilient adaptable and persistent often constructed and perceived as weak and vulnerable Women s vulnerability is not a neutral concept but is organizationally defined and understood Organizations are discursive spaces where women s vulnerability is constructed and reproduced as a communicative act and event We often represent vulnerability at individual or organizational levels but not both Women s vulnerability reminds us of the pervasive interconnectedness of personal and organizational life events Experiencing women s organizational vulnerability is common However is women s vulnerability publicly represented defined felt and acted upon in the same way everywhere This book is focused on comparing women s organizational vulnerability practices making a significant contribution to reflection theory methods and cross disciplinary expertise The process of making sense of vulnerability is extremely diverse and intersectionally constructed through gender culture and organizational discourses which demands complex innovative and non Eurocentric methodological paradigms and approaches This book satisfies these demands by integrating contributions from a diverse range of disciplines academic traditions and cases and provides an understanding of women s vulnerability as a global phenomenon that comprises both cultural and organizational contexts By examining how publicly and organizationally women develop particular and creative strategies to navigate vulnerability the book significantly contributes towards identifying archetypical practices for negotiating vulnerability in different contexts

Gender-Based Violence and Femicide in South Africa Tameshnie Deane, 2024-06-27 This book presents new perspectives on gender based violence GBV in South Africa It argues that violence against women is a manifestation of unequal gender relations and harmful manifestations of hegemonic masculinity which are governed by patriarchal beliefs institutions and systems It includes chapters on quantitative research that assess not only the levels and determinants of violence against women but also men s attitudes towards gender based violence perceptions of violence the legislative frameworks governing violence against women in South Africa and the current cases and jurisprudence relating to this scourge In spite of its focus on South Africa the book also provides insights for comparative scholars exploring the value of different constitutional articulations of human rights and how they support or fail to support efforts to combat violence against women By assessing recent incidents and responses to gender based violence the book provides a view of not only the societal but also jurisprudential opportunities

and pitfalls in this area that may be applicable elsewhere Gender equality and central to this the right of women to live lives free of violence is a precondition for full democratic participation and is a universal goal Accordingly the South African experience contributes to a wider understanding of the possibilities and limitations of societal and legal reform in challenging the ubiquity of violence against women The book is aimed at researchers practitioners students professionals and advocates in the field of gender based violence **Social Work in War-Torn Contexts** Shulamit Ramon,Darja Zaviršek,2025-08-01

This book provides a wide ranging exposure of current developments related to war torn contexts post war societies and social work approaches as well as analysis of the key issues facing social work in war contexts The topic is timely due to the increased number of armed political conflicts the number of internally displaced people refugees and asylum seekers increased length of wars and consequently increased number of civil victims which contribute to an exponential growth in the demand for social work As there are few updated texts on this issue this book meets the considerable gap existing in the social work literature and includes updates as well as continuing trends Currently a huge number of countries are in a state of war in different continents some of which have gone on for more than a decade Inevitably this fact has considerable implications for their social workers as well as for the people they serve with social workers in these countries sharing the reality of the war as citizens The war experience is known to have long lasting intergenerational impacts It also has a strong impact on the many other countries that receive refugees and asylum seekers and or support militarily another country at war and or refuse to support it The book s country focused chapters on Afghanistan Bosnia and Herzegovina Greece Israel Italy Jordan Northern Ireland Serbia South Sudan Syria UK and Ukraine cover major topics including The contexts of armed political conflicts from a social work perspective The impact of war on disadvantaged individuals and groups Forced migration Post war societies and post war reconstructions from a social work perspective The ethical issues related to war and peace from a social work perspective The implication for social work education and research Social Work in War Torn Contexts is an important and timely resource for social work and social science researchers lecturers in different areas of social sciences social work practitioners as well as students Politicians war correspondents international humanitarian organizations and volunteers also will find the book of interest **Risks, Identity and Conflict** Steven Ratuva,Hamdy A. Hassan,Radomir Compel,2021-07-01

This volume explores the complex interrelation between risk identity and conflict and focuses specifically on ethnicity culture religion and gender as modes of identity that are often associated with conflict in the contemporary world It draws on theoretical perspectives as well as pays special attention to analysis of diverse case studies from Africa Middle East Europe East and Southeast Asia and Latin America Using various analytical tools and methodologies it provides unique narratives of local and regional social risk factors and security complexities The relationship between risk and security is multidimensional and perpetually changing and lends itself to multiple interpretations This publication provides a new ground for theoretical and policy debates to unlock innovative understanding of risk through analyses of

identity as a significant factor in conflict in the world today At the same time it explores ways to address such conflicts in a more people centered empowering and sustainable way

Best Practices in Development Co-operation Toolkit to Support Implementation of the OECD DAC Recommendation on Ending Sexual Exploitation Abuse and Harassment

OECD,2024-06-28 This Toolkit synthesises learning and examples gathered from Development Assistance Committee DAC members and partners including their work through international fora such as the OECD as well as additional research It aims to support DAC members and partners in deepening their work and accelerate progress on any number of topics contained within the DAC Recommendation s six pillars Progress in Sexual Exploitation Abuse and Harassment SEAH prevention and response can be very incremental and difficult to measure in part because it relies on addressing the many underlying factors that support the perpetuation of SEAH such as cultural and social norms as well as power dynamics This Toolkit aims to support progress by DAC members on both technical and political levels as well as support their coordination efforts with their partners to work towards long term sustainable change

Handbook of Refugee Health Miriam Orcutt,Clare Shortall,Sarah Walpole,Aula Abbara,Sylvia Garry,Rita Issa,Alimuddin Zumla,Ibrahim Abubakar,2021-12-17 This book helps to recognize the rights of refugees and provides a framework to identify and approach health needs from basic elements like service mapping and initial interventions to more complex elements of ongoing healthcare and support and broader topics such as migration public health migration policy and health systems Beyond biomedical frameworks it draws on socio ecological models to inform assessments and integrated models of care to improve health and health equity Set out in three comprehensive sections public health theory Part 1 applied public health Part 2 and clinical approaches Part 3 this book draws on multiple disciplines and insights from humanitarians academics policy experts and clinicians from diverse contexts with expertise in forced migration to create an accessible reference tool to inform healthcare professionals interactions with forcibly displaced individuals and populations in all contexts for both high and low resource countries Apart from providing information across the spectrum of health issues clinical specialties and global contexts it discusses associated areas including human rights and law public health medical anthropology and cultural awareness Key Features Bridges the gap between existing academic literature on refugee health and guidelines for health management in humanitarian emergencies Helps to develop an integrated approach to healthcare provision allowing healthcare professionals and humanitarians to adapt their specialist knowledge for use in forced migration contexts and with refugees Recognizes the complex and interconnected needs in displacement scenarios and identifies holistic and systems based approaches Covers public health theory applied public health and clinical aspects of forced migration

Geographies of Gender-Based Violence Hannah Bows,Bianca Fileborn,2022-09-30 What role does physical and virtual space play in gender based violence GBV Experts from the Global North and South use wide ranging case studies from public harassment in India and Kenya to harassment on Twitter to examine how spaces can facilitate or prevent GBV and showcase

strategies for prevention and intervention Students and academics from a range of disciplines will discover how existing research connects with practice and policy developments the current gaps in research and a future agenda for GBV studies

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