

NAME:

DATE:

FINAL EXAM BUSINESS PARTNER B2



READING

1) Look at the statements below and the article sections about corporate culture. Which section (A–D) does each statement (1–5) refer to? You will need to use some of the letters more than once.

1- something to consider when applying for a job _____

2- the value of encouraging time away from work _____

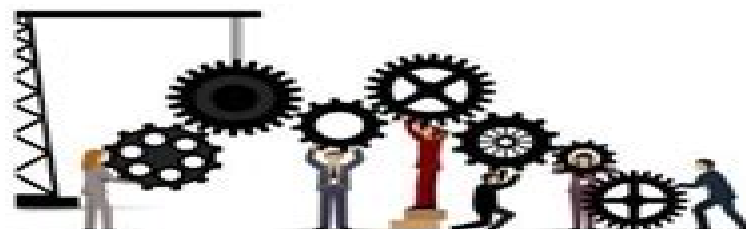
3- the possibility of being dismissed from a job _____

4- a lack of promotion opportunities for staff _____

5- a hi-tech cause of staff demotivation _____

6- an example of an ineffective working environment _____

7- matching staff to the company culture _____



A)

Many companies are now offering their employees sabbaticals in an attempt to retain valuable staff. Due to highly-pressurised work environments and being constantly connected to work via technology, many staff are stressed and tired, leading to illness or dissatisfaction. Ensuring that staff have effective downtime is just as important as meeting work targets. Sabbaticals are one way of getting employees to stay with a company, but if they have to stay in a pressured environment for five years before they qualify for a sabbatical, then the effectiveness of a sabbatical can be extremely limited.

B)

One company thought the answer to retaining experienced staff was to introduce a sabbatical programme, but it was unsuccessful. The company offered excellent training for new managers and engineers, but over 50 percent left once they had completed their training. Surprisingly, although salaries were not as competitive as those of rival companies, they were not the main issue. During staff exit interviews, they indicated that the main problem was that there were no clear career development paths. In fact, some older staff had been in the same position for twenty years.

C)

Corporate culture is something that many potential employees do not pay enough attention to when researching a company. The corporate culture can make a company great to work for or a nightmare. Someone could have all the right qualifications, but might not fit into the work environment because the culture is alien to them. Management therefore needs to clarify exactly what kind of behaviour is expected of their staff and they need to 'walk the talk' themselves, i.e. they need to be models of that behaviour.

D)

Unfortunately, some companies have a culture of fear where staff are too worried about questioning anything for fear of losing their jobs. To most people it's obvious that this would not lead to effective working practices. Sadly, the root of this fear comes from the top, the people who should be setting a positive example. If leaders behave in an unacceptable manner, it impacts on everyone within the organisation. Unnecessary anger or criticism from a leader will demotivate even the most optimistic and enthusiastic of staff.

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Who Wrote This? Naomi S. Baron, 2023-09-12 Would you read this book if a computer wrote it Would you even know And why would it matter Today s eerily impressive artificial intelligence writing tools present us with a crucial challenge As writers do we unthinkingly adopt AI s time saving advantages or do we stop to weigh what we gain and lose when heeding its siren call To understand how AI is redefining what it means to write and think linguist and educator Naomi S Baron leads us on a journey connecting the dots between human literacy and today s technology From nineteenth century lessons in composition to mathematician Alan Turing s work creating a machine for deciphering war time messages to contemporary engines like ChatGPT Baron gives readers a spirited overview of the emergence of both literacy and AI and a glimpse of their possible future As the technology becomes increasingly sophisticated and fluent it s tempting to take the easy way out and let AI do the work for us Baron cautions that such efficiency isn t always in our interest As AI plies us with suggestions or full blown text we risk losing not just our technical skills but the power of writing as a springboard for personal reflection and unique expression Funny informed and conversational *Who Wrote This* urges us as individuals and as communities to make conscious choices about the extent to which we collaborate with AI The technology is here to stay Baron shows us how to work with AI and how to spot where it risks diminishing the valuable cognitive and social benefits of being literate

Outsmarting AI Brennan Pursell, Joshua Walker, 2020-08-15 From factories to smartphones Artificial Intelligence is already taking over *Outsmarting AI* is not a how to guide on making AI work but making it work for YOU to boost profits and productivity Each development in Artificial Intelligence AI technology brings about apprehension and panic for the future of society and for business We re bombarded with stories about the impending human less workplace it is no longer a question if man can be replaced by machine in certain tasks but when However AI was not manufactured to destroy life as we know it These emerging technologies were developed and are constantly updating with a particular goal in mind optimization AI feeds on data and information to improve outputs and increase potential With this enhanced productivity profit and productivity will be sure to follow Written by Brennan Pursell a business consultant and professor who hates jargon and Joshua Walker an AI pioneer with 18 years of experience in solutions and applications *Outsmarting AI* is the first plain English how to guide on adapting AI for the non coding proficient business leader This book will help readers to Cut through the fog of AI hype See exactly what AI can actually do for people in business Identify the areas of their organization in most need of AI tools Prepare and control their data AI is useless without it Adopt AI and develop the right culture to support it Track the productivity boost cost savings and increased profits Manage and minimize the threat of crippling lawsuits

The SAGE Encyclopedia of Economics and Society Frederick F. Wherry, Juliet B. Schor, Consulting Editor, 2015-09-01 Economics is the nexus and engine that runs society affecting societal well being raising standards of living when economies prosper or lowering citizens through class structures when economies perform poorly Our society only has to witness the

booms and busts of the past decade to see how economics profoundly affects the cores of societies around the world From a household budget to international trade economics ranges from the micro to the macro level It relates to a breadth of social science disciplines that help describe the content of the proposed encyclopedia which will explicitly approach economics through varied disciplinary lenses Although there are encyclopedias of covering economics especially classic economic theory and history the SAGE Encyclopedia of Economics and Society emphasizes the contemporary world contemporary issues and society Features 4 volumes with approximately 800 signed articles ranging from 1 000 to 5 000 words each are presented in a choice of print or electronic editions Organized A to Z with a thematic Reader s Guide in the front matter groups related entries Articles conclude with References Future Readings to guide students to the next step on their research journeys Cross references between and among articles combine with a thorough Index and the Reader s Guide to enhance search and browse in the electronic version Pedagogical elements include a Chronology of Economics and Society Resource Guide and Glossary This academic multi author reference work will serve as a general non technical resource for students and researchers within social science programs who seek to better understand economics through a contemporary lens

The Complete Book of Colleges, 2012 Edition Princeton Review (Firm),2011-08-15 Presents a comprehensive guide to 1 571 colleges and universities and includes information on academic programs admissions requirements tuition costs housing financial aid campus life organizations athletic programs and student services

A New U Ryan Craig,2018-09-11 Every year the cost of a four year degree goes up and the value goes down But for many students there s a better answer So many things are getting faster and cheaper Movies stream into your living room without ticket or concession stand costs The world s libraries are at your fingertips instantly and for free So why is a college education the only thing that seems immune to change Colleges and universities operate much as they did 40 years ago with one major exception tuition expenses have risen dramatically What s more earning a degree takes longer than ever before with the average time to graduate now over five years As a result graduates often struggle with enormous debt burdens Even worse they often find that degrees did not prepare them to obtain and succeed at good jobs in growing sectors of the economy While many learners today would thrive with an efficient and affordable postsecondary education the slow and pricey road to a bachelor s degree is starkly the opposite In **A New U Faster Cheaper Alternatives to College** Ryan Craig documents the early days of a revolution that will transform or make obsolete many colleges and universities Alternative routes to great first jobs that do not involve a bachelor s degree are sprouting up all over the place Bootcamps income share programs apprenticeships and staffing models are attractive alternatives to great jobs in numerous growing sectors of the economy coding healthcare sales digital marketing finance and accounting insurance and data analytics **A New U** is the first roadmap to these groundbreaking programs which will lead to more student choice better matches with employers higher return on investment of cost and time and stronger economic growth

Social Mobility Lee Elliot Major,Stephen Machin,2018-09-27 What are the effects of decreasing social

mobility How does education help and hinder us in improving our life chances Why are so many of us stuck on the same social rung as our parents Apart from the USA Britain has the lowest social mobility in the Western world The lack of movement in who gets where in society particularly when people are stuck at the bottom and the top costs the nation dear both in terms of the unfulfilled talents of those left behind and an increasingly detached elite disinterested in improvements that benefit the rest of society This book analyses cutting edge research into how social mobility has changed in Britain over the years the shifting role of schools and universities in creating a fairer future and the key to what makes some countries and regions so much richer in opportunities bringing a clearer understanding of what works and how we can better shape our future *Achieving Regulatory Excellence* Cary Coglianese, 2016-12-20 Whether striving to protect citizens from financial risks climate change inadequate health care or the uncertainties of the emerging sharing economy regulators must routinely make difficult judgment calls in an effort to meet the conflicting demands that society places on them Operating within a political climate of competing demands regulators need a lodestar to help them define and evaluate success *Achieving Regulatory Excellence* provides that direction by offering new insights from law public administration political science sociology and policy sciences on what regulators need to do to improve their performance *Achieving Regulatory Excellence* offers guidance from leading international experts about how regulators can set appropriate priorities and make sound evidence based decisions through processes that are transparent and participatory With increasing demands for smarter but leaner government the need for sound regulatory capacity for regulatory excellence has never been stronger

Mission-Driven Approaches in Modern Business Education Smith, Brent, 2018-07-20 In a globalized world it is essential for business courses to adapt to the current economic climate by integrating cross cultural and transnational approaches while remaining focused on the mission of the curriculum *Mission Driven Approaches in Modern Business Education* provides innovative insights into the ways that mission values can be seamlessly efficiently and effectively integrated into the core of any business course to inspire and influence quality business education The content within this publication represents the work of educators in finance management marketing international business and other fields It is designed for business managers academicians upper level students researchers administrators and organizational developers and covers topics centered on mission as it relates to teaching leadership experiential learning mission statements sustainability cultural engagement and several other topics *Guide to Four-Year Colleges* 1988 Peterson, 1987-07

Human Resource Management, 10th Edition Raymond J. Stone, Anne Cox, Mihajla Gavin, 2020-12-14 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 14 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 Complementary to your courses with well written conceptual content

Stone's 10th Edition will save you research and assessment prep time with a host of case studies that cement learnings and get students thinking critically

United States Code United States, 2013 The United States Code is the official codification of the general and permanent laws of the United States of America. The Code was first published in 1926 and a new edition of the code has been published every six years since 1934. The 2012 edition of the Code incorporates laws enacted through the One Hundred Twelfth Congress, Second Session, the last of which was signed by the President on January 15, 2013. It does not include laws of the One Hundred Thirteenth Congress, First Session, enacted between January 2, 2013, the date it convened and January 15, 2013. By statutory authority, this edition may be cited U.S.C. 2012 ed. As adopted in 1926, the Code established *prima facie* the general and permanent laws of the United States. The underlying statutes reprinted in the Code remained in effect and controlled over the Code in case of any discrepancy. In 1947, Congress began enacting individual titles of the Code into positive law. When a title is enacted into positive law, the underlying statutes are repealed and the title then becomes legal evidence of the law. Currently, 26 of the 51 titles in the Code have been so enacted. These are identified in the table of titles near the beginning of each volume. The Law Revision Counsel of the House of Representatives continues to prepare legislation pursuant to 2 U.S.C. 285b to enact the remainder of the Code on a title-by-title basis into positive law. The 2012 edition of the Code was prepared and published under the supervision of Ralph V. Seep, Law Revision Counsel. Grateful acknowledgment is made of the contributions by all who helped in this work, particularly the staffs of the Office of the Law Revision Counsel and the Government Printing Office.

Preface

The Malfunction of US Education Policy Richard P. Phelps, 2023-03-20 A 2023 Choice Reviews Outstanding Academic Title. The Malfunction of US Education Policy: Elite Misinformation, Disinformation, and Selfishness: biased and inefficient information dissemination that has degraded US education research and policy since the year 2001, when a series of unfortunate disruptions began: first, the No Child Left Behind (NCLB) Act and federal imposition of an idiosyncratic and ineffectual testing program; second, the big bang reorganization of the US education testing industry from a stable cooperative oligopoly run by psychometricians to a commercially competitive free-for-all with more opportunist and customer-pleasing ambitions; and third, the Common Core standards, which mandated homogenous lower content standards onto the still required NCLB testing structure. Billions from the federal government and wealthy foundations have transformed many once independent national education organizations into cargo cult dependents and promoters of the new order, intolerant of divergent points of view. The research and policy brain trust responsible comprised an alliance of convenience among two citation cartels of establishment and reform scholars and politicians and an astonishingly cooperative and unskeptical group of journalists. It succeeded in focusing attention on their work while diverting attention away from a much larger universe of others' work by ignoring, dismissing, or demeaning it that included a century's worth of mostly experimental scholarship in the fields of psychology and program evaluation.

Cracks in the Ivory Tower Jason Brennan, Phillip Magness, 2019-04-03 Cracks in the Ivory Tower systematically shows

how individuals students professors and administrators at contemporary American universities are guided by self interest rather than ethical beliefs and the many negative effects this has on higher education **Printers' Ink**, 1928 *Complete Book of Colleges, 2005 Edition* Princeton Review (Firm), 2004-07-20 Up to date information on 1 780 colleges and universities

Handbook of Automated Scoring Duanli Yan, André A. Rupp, Peter W. Foltz, 2020-02-26 Automated scoring engines require a careful balancing of the contributions of technology NLP psychometrics artificial intelligence and the learning sciences The present handbook is evidence that the theories methodologies and underlying technology that surround automated scoring have reached maturity and that there is a growing acceptance of these technologies among experts and the public From the Foreword by Alina von Davier ACTNext Senior Vice President Handbook of Automated Scoring Theory into Practice provides a scientifically grounded overview of the key research efforts required to move automated scoring systems into operational practice It examines the field of automated scoring from the viewpoint of related scientific fields serving as its foundation the latest developments of computational methodologies utilized in automated scoring and several large scale real world applications of automated scoring for complex learning and assessment systems The book is organized into three parts that cover 1 theoretical foundations 2 operational methodologies and 3 practical illustrations each with a commentary In addition the handbook includes an introduction and synthesis chapter as well as a cross chapter glossary **Handbook of**

Academic Integrity Sarah Elaine Eaton, 2023-12-04 The book brings together diverse views from around the world and provides a comprehensive overview of academic integrity and how to create the ethical academy At the same time the Handbook does not shy away from some of the vigorous debates in the field such as the causes of academic integrity breaches There has been an explosion of interest in academic integrity in the last 20 30 years New technologies that have made it easier than ever for students to cut and paste coupled with global media scandals of high profile researchers behaving badly have resulted in the perception that plagiarism is on the rise This in combination with the massification and commercialisation of higher education has resulted in a burgeoning interest in the importance of academic integrity how to safeguard it and how to address breaches appropriately What may have seemed like a relatively easy topic to address students copying sources without attribution has in fact turned out to be a complex interdisciplinary field of research requiring contributions from linguists psychologists social scientists anthropologists teaching and learning specialists mathematicians accountants medical doctors lawyers and philosophers to name just a few Because of this broad interest and input this handbook serves as the single authoritative reference work which brings together the vast growing interdisciplinary and at times contradictory body of literature For both established researchers practitioners and those new to the field this Handbook provides a one stop shop as well as a launching pad for new explorations and discussions

Managing People in Commercial Kitchens Charalampos Giousmpasoglou, Evangelia Marinakou, Anastasios Zopiatis, John Cooper, 2022-01-17 Managing People in Commercial Kitchens A Contemporary Approach uses original research

to argue that senior managers head chefs should differentiate their people management practices in kitchen brigades from those used in the hospitality industry more generally induction socialisation and performance evaluation due to the group's strong occupational identity and culture The understanding of chefs work from a management perspective is critical for successful hospitality operations but has been historically under researched Chapters provide a detailed account of chefs work in commercial kitchens from an HRM perspective Using occupational identity and culture as a vehicle this book explores the different aspects of managerial work in commercial kitchen settings general management leadership education and training skills and competencies managing deviant behaviour managing stress and managing diversity focused on gender segregation The final chapter looks at future perspectives on this unique working environment and the many challenges arising from the latest developments such as the COVID 19 pandemic Providing both theoretical insights and practical applications with the use of case studies throughout this will be of great interest to upper level students and researchers in hospitality as well as a useful reference for current managers in the field

Can You Beat Churchill? Michael A. Barnhart, 2021-06-15 How do you get students to engage in a historical episode or era How do you bring the immediacy and contingency of history to life Michael A Barnhart shares the secret to his award winning success in the classroom with Can You Beat Churchill which encourages role playing for immersive teaching and learning Combating the declining enrollment in humanities classes this innovative approach reminds us how critical learning skills are transmitted to students by reactivating their curiosity and problem solving abilities Barnhart provides advice and procedures both for the use of off the shelf commercial simulations and for the instructor who wishes to custom design a simulation from scratch These reenactments allow students to step into the past requiring them to think and act in ways historical figures might have Students must make crucial or dramatic decisions though these decisions need not align with the historical record In doing so they learn through action and strategic consideration the impact of real individuals and groups of people on the course of history There is a quiet revolution underway in how history is taught to undergraduates Can You Beat Churchill hopes to make it a noisy one

Understanding Complex Urban Systems Christian Walloth, Ernst Gebetsroither-Geringer, Funda Atun, Liss C. Werner, 2016-03-11 This book is devoted to the modeling and understanding of complex urban systems This second volume of Understanding Complex Urban Systems focuses on the challenges of the modeling tools concerning e.g. the quality and quantity of data and the selection of an appropriate modeling approach It is meant to support urban decision makers including municipal politicians spatial planners and citizen groups in choosing an appropriate modeling approach for their particular modeling requirements The contributors to this volume are from different disciplines but all share the same goal optimizing the representation of complex urban systems They present and discuss a variety of approaches for dealing with data availability problems and finding appropriate modeling approaches and not only in terms of computer modeling The selection of articles featured in this volume reflect a broad variety of new and established modeling approaches such as

An argument for using Big Data methods in conjunction with Agent based Modeling The introduction of a participatory approach involving citizens in order to utilize an Agent based Modeling approach to simulate urban growth scenarios A presentation of semantic modeling to enable a flexible application of modeling methods and a flexible exchange of data An article about a nested systems approach to analyzing a city s interdependent subsystems according to these subsystems different velocities of change An article about methods that use Luhmann s system theory to characterize cities as systems that are composed of flows An article that demonstrates how the Sen Nussbaum Capabilities Approach can be used in urban systems to measure household well being shifts that occur in response to the resettlement of urban households A final article that illustrates how Adaptive Cycles of Complex Adaptive Systems as well as innovation can be applied to gain a better understanding of cities and to promote more resilient and more sustainable urban futures

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