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this highly useful reference outlines best practices in key areas of human resources that are not only fair and equitable but that can withstand legal scrutiny industrial organizational experts apply their empirical knowledge and practical experience to aspects of hr that are commonly litigated including broad and specific topics in testing of potential employees disability issues compensation and pay equity and work hours the book is written to be accessible to readers currently in hr related graduate level training as well as hr practitioners with or without background in industrial organizational psychology and to add to its utility chapters feature practical strategies for addressing each of the legal issues presented among the topics covered measuring adverse impact in employee selection decisions using background checks in the employee selection process disabilities best practices for vulnerabilities associated with the ada physical abilities testing wage and hour litigation clinical psychological testing for employee selection conducting compensation equity analyses practitioner s guide to legal issues in organizations brings clear up to date information to graduate students studying human resources management industrial organizational psychology who are interested in legal issues as well as applied hr practitioners such as industrial organizational psychologists human resources generalists

management and labor economists

over the course of the past few years teaching research and practice has underscored the importance of performance measurement and criterion development as topics of great interest considerable debate and some misunderstanding it has also become clear that the field needs to address a compendium of research applications and issues performance measurement current perspectives and future challenges brings together internationally recognized leaders in the field and each examines the subject matter in a way that has never been done focusing on the dynamic nature of work and the tremendous demands being placed on assessment and measurement as core organizational activities it also uniquely uses their expertise to provide critical pointers to not only the practical implications of work in the field but also to the new and continuing issues to be addressed and research to be conducted the book will be useful to both scientists and practitioners

known for its accessibility and accuracy this valuable pocket reference is based on recognized standards of practice for nurses working in diverse patient care settings and with varying clinical preparation in a thorough but concise manner the book explores the principles of iv therapy and details the steps for proficient administration of intravenous medications this new edition is thoroughly revised with new chapters on home care infusion therapy and professional resources plus new illustrations and updated information throughout to ensure clinical accuracy and currency presents the principles of intravenous therapy in a thorough yet concise manner to facilitate the easy retrieval of important iv information includes geriatric considerations in appropriate chapters pointing out aspects of care specific to geriatric patients identifies clinical alerts trouble shooting tips potential complications and general home care guidelines with unique icons that highlight specific clinical practice tips to enhance learning provides patient family teaching guidelines to direct the nurse in addressing the key educational needs of patients offers patient education material and illustrations to provide the nurse with ready to use information that promotes the patients active participation in care and treatment illustrates the use of all drug calculation formulas to ensure accurate iv drug administration includes learning objectives to reinforce key content provides multiple choice study questions at the end of appropriate chapters to help the reader understand content or prepare for the intravenous nurses society certification exam includes a new chapter on home care infusion therapy to provide nursing assessment and intervention strategies for venous access devices infusion pumps and varied infusates administered in the home care setting offers a new chapter professional resources to identify educational objectives of an iv therapy course discuss risk management product research and development and provide product resource information incorporates illustrations and information on new vascular access products and devices that promote safe vascular access and infection control includes a clinical competency section at the end of each appropriate chapter to facilitate meeting jcaho accreditation requirements identifies pediatric drug calculations with a special icon to easily distinguish between adult and pediatric calculations

this text is the best single repository for a comprehensive examination of the scientific research and practical issues associated with adverse impact adverse impact occurs when there is a significant difference in organizational outcomes to the disadvantage of one or more groups defined on the basis of demographic characteristics such as race ethnicity gender age religion etc this book shows based on scientific research how to design selection systems that minimize subgroup differences the primary object of this volume in the siop series is to bring together renowned experts in this field to present their viewpoints and

perspectives on what underlies adverse impact where we are in terms of assessing it and what we may have learned or not learned about minimizing it

this is the long awaited third edition of the most comprehensive compilation of drug information resources available a co publication with the medical library association it draws on industry expert bonnie snow s 30 years of experience with pharmaceutical information needs and applications snow reviews 400 print and electronic resources more than a bibliography this readable guide brings together the best resources plus practical advice on everything from expert search techniques to core collections for libraries subject areas covered include pharmaceutical technology legal and regulatory issues world wide industrial pharmacy market research product guides and prescribing information in the global marketplace drug interactions drug effects on pregnancy lactation and reproduction pharmacovigilance and much much more completely revised reorganized and updated the third edition focuses on information sources not covered elsewhere absolutely unique in its value as both a desk reference and a text for classroom use or self study this edition manages to meet the needs of students information professionals health care providers and pharmacy practitioners

this book reviews recent knowledge of the role of gut microbiome in health and disease it covers extensive topics for several diseases including metabolic related diseases allergies gastrointestinal diseases psychiatric diseases and cancer while also discussing therapeutic approaches by microbiota modification comprehensive and cutting edge gut microbiome related diseases and therapies deepens a reader s theoretical expertise in gut microbiome graduate and postdoctoral students medical doctors and biomedical researchers will benefit from this book

the stronge and associates team shares guiding principles for creating high quality assessments plus how to build an assessment blueprint and recommendations for writing test items

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