

Biodata For Job Application

Workforce readiness is an issue that is of great national and societal importance. For the United States and other countries to thrive in a globally interconnected environment of wide-ranging opportunities and threats, the need to develop and maintain a skilled and adaptable workforce is critical. National investments in job training and schools remain essential in stimulating businesses and employment agencies to collaborate productively with educators who provide both training and vocational guidance. Workforce Readiness and the Future of Work argues that the large-scale multifaceted efforts required to ensure a reliable and strong supply of talent and skill in the U.S. workforce should be addressed systematically, simultaneously, and systemically across disciplines of thought and levels of analysis. In a four-part framework, the authors cover the major areas of: education in the K-12, vocational, postsecondary, and STEM arenas; economic and labor market considerations; employment, organizations, and the world of work; laws, policies, and budgets at the federal, state, local, and military levels. With contributions from leading scholars, this volume informs high-priority workforce effectiveness issues of current and future concern and concrete research, practice, and policy directions to generate novel insights of a national and system-wide nature.

Organizational Effectiveness: The Role of Psychology examines psychological approaches in organizations, not from the more common perspective of their impact on individuals, but in relation to how the work of psychologists impacts on the overall effectiveness of the organization. It also provides a critical review of what psychology has to offer; the way psychologists choose the problems they address, work with others, and evaluate and demonstrate the impact they have. Robertson, Callinan and Bartram have brought together leading researchers and practitioners in work and organizational psychology. Each chapter provides a review of current knowledge, practice, issues and future directions in their own area of expertise, with a focus on contributions and implications for organizational functioning and the wider arena of managerial thinking. This book is for anyone interested in understanding the complex relations between individual, group and organisational performance and effectiveness. It is a valuable and challenging resource for advanced students and practitioners of occupational psychology, organizational behaviour, HRM, and psychological consultancy in organizations. Offers in-depth analyses spanning the entire field of public personnel administration—from a history of the American civil service as characterized by competing perspectives to the contemporary application of human resources practitioners. Addresses the major laws that regulate worker compensation.

This brand new and innovative core textbook fuses topics from the related fields of organizational behaviour and human resource management to provide new insight into the interconnectedness of these important and complementary areas. The text takes an integrated and dynamic approach to the study of how work and people are organized and puts the human at the centre of human resource management and organizational behaviour. The accessible student-centred focus and wide range of learning features makes the book an ideal course text for students at all levels. Combining a strong applied approach with a concise and jargon-free writing style, this book will help readers to understand underlying principles and apply them to their future careers as managers and HR practitioners. This textbook caters for undergraduate, postgraduate and MBA students studying modules that synthesise human resource management and organizational behaviour topics. It is also an ideal text for those studying any HRM module that takes an applied approach.

Psychology and Work Today, 10th Edition

Psychology and Policing

The SAGE Handbook of Industrial, Work & Organizational Psychology, 3e

Management

Psychological Assessment in the Workplace

Personnel Psychology and Employee Performance: Organizational Psychology: Managerial Psychology and Organizational Approaches

A new approach to learning the principles of management, MGMT 3 is the third Asia-Pacific edition of a proven, innovative solution to enhance the learning experience. Concise yet complete coverage supported by a suite of online learning aids equips students with the tools required to successfully undertake an introductory management course. Paving a new way to both teach and learn, MGMT 3 is designed to truly connect with today's busy, tech-savvy student. Students have access to online interactive quizzing, videos, podcasts, flashcards, case studies, games and more. An accessible, easy-to-read text along with tear out review cards completes a package which helps students to learn important concepts faster. MGMT 3 delivers a fresh approach to give students what they need and want in a text. Psychology and Work Today, 11th Edition is an exciting update of a well-loved textbook that introduces industrial and organizational psychology, explaining how industrial-organizational psychologists make work and working better. This accessible and informative text explains how industrial-organizational psychologists help organizations hire the best people by designing tests and interviews that uncover the skills and abilities of applicants, make work better by removing or reducing safety issues and sources of stress so that personnel are a motivated and able to perform to their abilities, and work with managers and leaders to be more effective at leading others. This book also describes how industrial-organizational psychologists work with organizations to embrace diversity in the workforce and celebrate the strengths that employees from many backgrounds bring to organizations. In addition, this text includes how psychologists help organizations to design the physical work environment to best suit employees, while other psychologists help organizations to market their products and services to consumers. This text covers both the essential and traditional industrial-organizational psychology topic areas such as job analysis, employee selection, and work motivation as well as topic areas that are important in workplaces today such as stress and well-being, human factors, and preparing for jobs of the future. The chapter on consumer psychology remains unique to this textbook. This new edition includes coverage of employable skills desired by hiring managers and executives; the ways the highly publicized responsibility crisis has affected the science and practice of industrial-organizational psychology; online and mobile employment testing; diversity and inclusion throughout the workplace, including microaggressions; preparing people and organizations for jobs of the future; incivility and harassment at work, including abusive supervision; safety climate and employee health; and advertising on social media and video games. Including many illustrative examples of industrial-organizational psychology in real-world workplaces, the 11th Edition is thoroughly updated to include the latest theory, research, and practice on each key topic. Each chapter features defined key terms, a chapter outline, a chapter summary, review questions, annotated additional reading, and engaging Newsbreak sections. The book will be of interest to undergraduate students in introduction industrial-organizational psychology or psychology of work behaviour courses.

Make today's management theories and applications meaningful, memorable, and engaging for your students with MANAGEMENT. Master storyteller, award-winning educator, and accomplished author Chuck Williams uses a captivating narrative style to illuminate today's most important management concepts and to highlight practices that really work in today's workplace. Because students retain and better understand information that is personally relevant, Dr. Williams weaves more than 50 detailed, unforgettable examples and stories into each chapter in this edition. Proven learning features and self-assessments keep concepts intriguing and applicable to students' daily lives. In addition, fresh scenarios, new cases, and new video cases reflect the latest management innovations at work in well-known organizations throughout the world. The book's comprehensive support package further helps you prepare each student for managerial success. Important Notice: Media content referenced within the product description or the product text may not be available in the ebook version.

The workforce is changing and talent management is more important than ever. Recruitment and Selection: Strategies for Workforce Planning & Assessment unpacks best practices for designing, implementing, and evaluating strategies for hiring the right people. Using a proven job analysis framework, author Carrie A. Picardi uses her academic and industry experience to teach students how to assess candidates in an accurate, legal, and ethical manner. With clarity and relevance, this book truly bridges theory and concept with practice in an engaging manner and will benefit students who need to hit the ground running to successfully manage workforce needs and activities in a myriad professional settings.

The Role of Psychology

Oswaal ISC MCQs Chapterwise Question Bank Class 12 (Set of 4 Books) Account, Economic, Business Study, Maths (For Sem 1, 2021-22 Exam with the largest MCQ Question Pool)

Business Communication, 2nd Edition

MGMTB

Psychology: Modules for Active Learning

Concepts, Trends and Interventions

For undergraduate-level courses in Industrial and Organizational Psychology, Business Psychology, Personnel Psychology and Applied Psychology. Psychology and Work Today provides an invaluable foundation for anyone entering today's global business and industrial world. This informative, sophisticated, and entertaining text teaches students about the nature of work in modern society. By focusing on the practical and applied rather than the scientific ideal, the authors demonstrate how industrial-organizational psychology directly impacts our lives as job applicants, trainees, employees, managers, and consumers.

Recent years have seen an increasing interest in the use of biodata for employee selection. This interest has not escaped the public sector. Biodata generally is collected directly from job applicants via highly structured multiple-choice questionnaires and typically includes the kinds of data obtained on job application blanks, in some employment interviews, in personnel files, or in autobiographies. Biodata is job-related by definition and criterion-related validity is built into its scoring procedure. Recent research has demonstrated the potential benefits to be derived from the use of properly developed biodata in public sector selection.

Annotation The second volume in the SAGE Handbook of Industrial, Organizational and Work Psychology looks in detail at how teams and individuals function and perform. It covers motivation and organizational socialisation as well as the latest research into diversity and organizational culture as well as the latest research into diversity and organizational culture as well as the latest research into diversity and organizational culture. Part One: Lenses Part Two: Social and Political Order Part Three: Legacies Part Four: Problems and Problematics.

Educart Class 12 English Core Question Bank combines remarkable features for Term 2 Board exam preparation. Exclusively developed based on Learning Outcomes and Competency-based Education Pattern, this one book includes Chapter-wise theory for learning; Solved Questions (from NCERT and DKSHA); and Detailed Explanations for concept clearance and Unsolved Self Practice Questions for practice. Topper's Answers are also given to depict how to answer Questions according to the CBSE Marking Scheme Solutions.

Workforce Readiness and the Future of Work

Biodata

The SAGE Handbook of Industrial, Work & Organizational Psychology

A Manager's Guide

People Resourcing

An Introduction to Industrial and Organizational Psychology

MGMT 3 is the fourth Asia-Pacific edition of this innovative approach to teaching and learning the principles of management. Concise yet complete coverage of the subject, supported by a suite of online learning tools and teaching material equips students and instructors with the resources required to successfully undertake an introductory management course. This highly visual and engaging resource is now available on the MindTap eLearning platform, allowing for seamless delivery both online and in-class. With the Cengage

Mobile app students can take course materials with them - anytime, anywhere. New, print versions of this book include access to the MindTap platform. PSYCHOLOGY: MODULES FOR ACTIVE LEARNING is a best-selling text by renowned author and educator Dennis Coon and co-author John O. Mitterter and Tanya Martini. This fourteenth edition continues to combine the highly effective SQ4R (Survey, Question, Read, Recite, Reflect, Review) active learning system, an engaging style, appealing visuals, and detailed coverage of core topics and cutting-edge research in one remarkable, comprehensive text. Fully updated, the new edition builds on the proven modular format and on the teaching and learning tools integrated throughout the text. While the text provides a broad overview of essential psychology topics ideal for introductory courses, its modular design also readily supports more specialized curricula, allowing instructors to use the self-contained instructional units in any combination and order. Important Notice: Media content referenced within the product description or the product text may not be available in the ebook version.

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For B.Com., BCA, BBA, MBA and as per the UGC Model Curriculum.

MGMT3

People, Data, and Analytics

A Foundation for Human Resources Management

Applying Psychology In Business

Human Resource Selection

Military Psychology

This book that deals with a number of psychological issues surfacing in military and paramilitary forces. Military Psychology: Concepts, Trends and Interventions offers various psychological theories that are not only significant in the context of soldiers but also help to strengthen the capability of military and paramilitary forces during combat and non-combat operations. Stressing on the psycho-social well-being of the soldiers, this book offers insights into military psychological issues, such as soldier selection, combating stress, instances of misconduct, psychological operations, optimism, resilience and hardness training, gender bias, value-based leadership, familial well-being and the future warfare. The global case studies in the book offer lessons for India and other countries where military and para-military forces are engaged in dealing with both external and internal extremism.

INTRODUCTION TO PSYCHOLOGY: GATEWAYS TO MIND AND BEHAVIOR, 14th Edition attracts and holds the attention of even difficult-to-reach students. The book's hallmark continues to be its pioneering integration of the proven-effective SQ4R learning system (Survey, Question, Read, Reflect, Review, Recite), which promotes critical thinking and guides students step-by-step to an understanding of psychology's broad concepts and diversity of topics. Every chapter contains active learning tools and relatable examples in a discussion style, all while presenting cutting-edge coverage of the field's newest research findings. With this book, students find the study of psychology fascinating, relevant, and above all, accessible. Important Notice: Media content referenced within the product description or the product text may not be available in the ebook version.

Psychology and Work is a new edition of the award-winning textbook written for introductory Industrial and Organizational (I-O) Psychology classes. This book makes the core topics of I-O Psychology clear, relevant, and accessible to students through its dynamic design. The real-world examples from the perspectives of employees and employers highlight how I-O Psychology is applied to today's workplace. Psychology and Work, Second Edition covers the core areas of I-O Psychology including an overview of the field and its history. The topics covered include up-to-date research methods and statistics; job analysis and criterion measurement; performance appraisal; personnel selection; training and development; work motivation; leadership; job attitudes and development; work motivation; leadership; job attitudes and emotions; occupational health psychology, safety, and stress; teams; and organizational structure, culture, and change. Throughout the text, an emphasis is placed on essential issues for today's workplace such as diversity and inclusion, the evolving role of big data and analytics, legal issues, and the changing nature of work. Written by dedicated I-O professors with expertise in I-O Psychology and teaching this course, the book and supporting materials provide a range of high-quality pedagogical materials, including interactive features, quizzes, PowerPoint slides, numerous case studies, recommended videos, and an expanded, high-quality test bank.

• Strictly as per the new Semester wise syllabus for Board Examinations to be held in the academic session 2021-22 for class -12 • Largest pool of Topic wise MCQs based on different typologies • Answer key with explanations • Revision Notes for in-depth study • Mind Maps & Mnemonics for quick learning • Concept videos for blended learning • Includes Topics found Difficult & Suggestions for students. • Dynamic QR code to keep the students updated for 2021 Exam paper or any further CISCE notifications/circulars

Organizational Effectiveness

Fundamentals of Human Resource Management

Psychology and Work Today

Introduction to Psychology: Gateways to Mind and Behavior

Success: Can be Planned and Earned The Technology of Success for Youngsters in Teens, Twenties and Thirties

Potentials and Challenges in Public Sector Employee Selection

This book covers the assessment of people within the workplace. Written in jargon free language, it offers a guide to psychological assessment that can be used by managers in their everyday work. Each chapter will specifically cover an assessment practice and then explore the issues surrounding it, following this discussion with a case study. Ideas for test selection, guidance on assessment centre practice and illustrations of successfully worked exercises are also included.

With newly introduced 2 Term Examination Pattern, CBSE has eased out the pressure of preparation of subjects and cope up with lengthy syllabus. Introducing, Arihant's CBSE TERM II - 2022 Series, the first of its kind that gives complete emphasis on the rationalize syllabus of Class 9th to 12th. The all new 'CBSE Term II 2022 - English Core' of Class 12th provides explanation and guidance to the syllabus required to study efficiently and succeed in the exams. The book provides topical coverage of all the chapters Term wise pattern 2021-22, this book consists of: 1. Complete Theory in each Chapter covering all topics 2. Case-Based, Short and Long Answer Type Question in each chapter 3. Coverage of NCERT, NCERT Exemplar & Board Exams' Questions 4. Complete and Detailed explanations for each question 5. 3 Practice papers base on entire Term II Syllabus. Table of Content Reading: Reading Comprehension, Creative Writing Skills: Short Writing Tasks - Invitations and Replies, Long Writing Tasks - Letter Writing (Job Application), Falmingo: A Thing of Beauty, Aunt Jennifer Tiger, Vistas: Should Wizard Hit Mommy?, On The Face of It, Evans Tries an O - Level, Practice Papers (1-3).

Packed with the latest research and best practices from the field, Gatewood/Feldt/Barrick's HRM RESOURCE SELECTION, 8E equips you with the tools to develop and implement effective selection programs within today's unique organizations. It focuses on the most important legal, global and ethical concerns: psychometric measurement concepts; job analysis; predictors of job performance; criteria measures; and much more. It introduces future and current practitioners to the most popular selection tools?as well as selection process. Important Notice: Media content referenced within the product description or the product text may not be available in the ebook version.

The second edition of this best-selling Handbook presents a fully updated and expanded overview of research, providing the latest perspectives on the analysis of theories, techniques, and methods used by industrial, work, and organizational psychologists. Building on the strengths of the first edition, key additions to this edition include in-depth historical chapter overviews of professional contexts across the globe, along with new chapters on strategic human resource management; corporate social responsibility; diversity; aging workforces, among many others. Providing a truly global approach and authoritative overview, this three-volume Handbook is an indispensable resource and essential reading for professionals, researchers and students in the field. Volume One: Personnel Psychology and Employee Performance Volume Two: Organizational Psychology Volume Three: Managerial Psychology and Organizational Approaches

Policy Issues in Employment Testing

Recruitment and Selection

Functional Job Analysis

Strategies for Workforce Planning & Assessment

Contemporary HRM In Practice

The Handbook for Managers and Human Resource Professionals

Psychological theory and research have much to contribute to the knowledge and skill bases underlying effective policing. Much of the relevant information, however, is dispersed across a variety of different psychological and criminal justice/policing journals and seldom integrated for those applied psychologists interested in policing issues or for police policymakers/administrators and others working in the criminal justice area who are not familiar with the psychological literature. Designed to accommodate the needs of these different groups, this book addresses both operational policing issues and issues relevant to the improvement of organizational functioning by providing integrative reviews of psychological theory and research that deal with effective policing. It illustrates how the theory and research reviewed are relevant to specific policing practices. These include eyewitness testimony, conflict resolution, changing driver behavior, controlling criminal behavior, effective interviewing, and techniques of face reconstruction. The volume's readable style makes it accessible to a diverse audience including undergraduate and postgraduate students in forensic, organizational/applied psychology, criminal justice, and police science programs, and police administrators and policymakers. It will also interest psychologists whose primary focus includes policing and criminal justice issues. The book should draw attention to the often unrecognized and valuable contribution that mainstream psychology can make to the knowledge base underpinning a wide variety of policing practices.

This book is a groundbreaking volume that will provide informed, balanced yet frank discussion of U.S. workplace diversity and diversity resistance issues. The chapters in this book put a name on behaviors and practices that have existed in the workplace for a long time, yet until recently have had no name. Further, the majority of the chapters innovatively link existing psychological and organizational factors such as fear, uncertainty, power, emotions and organizational change and development. The book editors and authors emphasize that we need to know more about diversity resistance, both in overt and covert forms. To guide us, we can draw on existing research and practice literature that have both theoretical and empirical depth. The book is appropriate for undergraduate and graduate students in industrial and organizational psychology, human resources management, diversity management, sociology of work, organizational change, and cultural diversity within organizations. It provides a central resource for classes on prejudice and discrimination in organizations, emotions at work, personnel psychology, strategic human resources management and cultural issues in human resources management. Professionals and practitioners who increasingly interact with diverse employees will find this book essential to their work.

Linda C. Wing and Bernard R. Gifford How should a society committed to the ideas of individual merit, equal opportunity, and the free marketplace allocate scarce educational and employment opportunities? How can that society draw distinctions fairly and justifiably-among people competing against each other for the same opportunity? These are among the central questions of a democracy. How a society answers them reveals a great deal about its values and its priorities, and determines a great deal about its future course. In recent decades, we have placed the standardized pencil-and-paper test at the center of these fundamental questions about the nature of opportunity allocation in American life. In more and more areas of our lives—schools, employment, the military—we rely upon the standardized test to rank or classify people, and to assure ourselves that we have done so fairly. The papers gathered here were prepared at the invitation of the National Commission on Testing and Public Policy. (The editors of this volume were involved in the commission from its inception in 1987 until shortly after the publication of its major public report in 1990-Bernard Gifford as Chair and Linda Wing as Associate Director. 1) Each chapter focuses on an aspect of employment testing-a topic that could hardly 1 POLICY ISSUES IN EMPLOYMENT TESTING 2 be more in need of calm deliberation and reasoned discussion than it is today.

This book focuses on the resourcing of organisations with people and fully meets the CIPD performance indicator for the People Resourcing and People Management and Development Professional Standards. However, it also goes beyond this remit by integrating contemporary issues in HRM, avoiding prescriptive solutions and encouraging critical evaluation. The balance between academic rigour and practitioner relevance, together with the breadth and versatility of the content, enables the book to be used effectively not only for modules based on the CIPD Professional Standards but also for HRM modules on upper Undergraduate and Masters programmes.

MGMT

Diversity Resistance in Organizations

Oswaal ISC MCQs Chapterwise Question Bank Class 12 (Set of 5 Books) Account, Economic, Business Study, Eng-I (Lang) & Eng-II (Lit) (For Sem 1, 2021-22 Exam with the largest MCQ Question Pool)

V1: Personnel Psychology and Employee Performance

Psychology and Work

Organizational Studies: Evil empires?

Fundamentals of Human Resource Management: People, Data, and Analytics provides a current, succinct, and interesting introduction to the world of HRM with a special emphasis on how data can help managers make better decisions about the people in their organizations. Authors Talya Bauer, Berrin Erdogan, David Caughlin, and Donald Truxillo use cutting-edge case studies and contemporary examples to illustrate key concepts and trends. A variety of exercises give students hands-on opportunities to practice their problem-solving, ethical decision-making, and data literacy skills. Non-HR majors and HR majors alike will learn best practices for managing talent in today's ever-evolving workplace. A Complete Teaching & Learning Package SAGE Premium Video Included in the interactive eBook! SAGE Premium Video tools and resources boost comprehension and bolster analysis. Videos featured include Inside HR interviews where students can hear how real companies are using HR to gain competitive advantage, as well as SHRM and TEDTalk videos. Watch a sample on Measuring Training's Effectiveness. Interactive eBook Includes access to SAGE Premium Video, SAGE Business Case Collection, multimedia tools, and much more! Save when you bundle the interactive eBook with the Loose-leaf version. Order using bundle ISBN: 978-1-0718-1340-9. SAGE coursepacks FREE!

Easily import our quality instructor and student resource content into your school's learning management system (LMS) and save time. Learn more. SAGE edge FREE online resources for students that make learning easier. See how your students benefit. Success can be planned and it can also be earned. The process of planning for success ought to start from the onset of the teenage with crystallizing proper perceptions of success (P1), reviewing those regularly as the teenager grows and matures in body and mind and evaluating each (P1) with his potentials for success (P2)- what are his strengths and natural inclinations. Then, nearer the time the youngster is ready to embark on a career, he has to track the prospects for success (P3) in the career or job market. Once the prospects are identified, the right time arrives to chalk out a step-by-step plan (P4). Therefore, once the plan is ready, performance (P5) according to the plan must begin.

*Widely used by practitioners, researchers, and students--and now thoroughly revised with 70% new material--this is the most authoritative, comprehensive book on malingering and other response styles. Leading experts translate state-of-the-art research into clear, usable strategies for detecting intentional distortions in a wide range of psychological and psychiatric evaluation contexts, including forensic settings. The book examines dissimulation across multiple domains: mental disorders, cognitive impairments, and medical complaints. It describes and critically evaluates evidence-based applications of multiscale inventories, other psychological measures, and specialized methods. Applications are discussed for specific populations, such as sex offenders, children and adolescents, and law enforcement personnel. New to This Edition *Many new authors and topics. *Thoroughly updated with current data, research methods, and assessment strategies. *Chapters on neuropsychological models, culturally competent assessments, psychopathy, and conversion disorder. *Chapters on psychological testing in child custody cases and in personnel selection/hiring.*

This book was written to address the need for timely, thorough, practical, and defensible job analysis for HR managers. Under continuing development over the past 50 years, Functional Job Analysis (FJA) is acknowledged by major texts in HR and industrial/organizational psychology as one of the premier methods of job analysis used by leading-edge organizations in the private and public sectors. It is unique among job analysis methods in having its own in-depth theoretical grounding within a systems framework. In addition to providing a methodology for analyzing jobs, it offers a rich model and vocabulary for communicating about the competencies (skills) contributing to work success and about the design of the work organization through which those competencies are expressed. FJA is the right theory and methodology for future work in an increasingly competitive global economy. This book is the authoritative source describing how FJA can encourage and support an ongoing dialogue between workers and management as they jointly pursue total quality, worker growth, and organization performance. It is a flexible tool, fully recognizing the rapid changes impacting today's organizations. It is a comprehensive tool, leading to an in-depth understanding of work, its results, and its improvement in a unique organization context. It is a humane tool, viewing workers in light of their full potential and capacity for positive growth. With FJA, workers and managers can work more constructively together in a wholesome and productive work relationship.

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Educart Term 2 English Core CBSE Class 12 Objective & Subjective Question Bank 2022 (Exclusively on New Competency Based Education Pattern)

MGMT4

Oswaal ISC MCQs Chapterwise Question Bank Class 12 (Set of 3 Books) Account, BS, Economics (For Sem 1, 2021-22 Exam with the largest MCQ Question Pool)

Oswaal ISC MCQs Chapterwise Question Bank Class 12 (Set of 4 Books) Account, BS, Economics, Hindi (For Sem 1, 2021-22 Exam with the largest MCQ Question Pool)

Clinical Assessment of Malingering and Deception, Fourth Edition

4LTR Press solutions give students the option to choose the format that best suits their learning preferences. This option is perfect for those students who focus on the textbook as their main course resource. Important Notice: Media content referenced within the product description or the product text may not be available in the ebook version.

Oswaal ISC MCQs Chapterwise Question Bank Class 12 (Set of 6 Books) Account, Economic, Business Study, Maths, Eng-I (Lang) & Eng-II (Lit) (For Sem 1, 2021-22 Exam with the largest MCQ Question Pool)

Handbook of Public Personnel Administration

Arihant CBSE English Core Term 2 Class 12 for 2022 Exam (Cover Theory and MCQs)

People, Management and Organizations