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unfortunately lack the technical skills in financial analysis to succeed in this role Now respected HR management educator Dr Steven Director addresses this skill gap head on Writing from HR s viewpoint Director covers everything mid level and senior level HR professionals need to know to formulate model and evaluate their HR initiatives from a financial and business perspective Drawing on his unsurpassed expertise working with HR executives he walks through each crucial financial issue associated with strategic talent management including the quantifiable links between workforces and business value the cost benefit analysis of HR and strategic financial initiatives and specific issues related to total rewards programs Unlike finance books for non financial managers Financial Analysis for HR Managers focuses entirely on core HR issues Accounting Paul D. Kimmel, Jerry J. Weygandt, Donald E. Kieso, 2010-12-01 With this fourth edition accountants will acquire a practical set of tools and the confidence they need to use them effectively in making business decisions It better reflects a more conceptual and decision making approach to the material The authors follow a macro to micro strategy by starting with a discussion of real financial statements first rather than starting with the Accounting Cycle The objective is to establish how a financial statement communicates the financing investing and operating activities of a business to users of accounting information This motivates accountants by grounding the discussion in the real world showing them the relevance of the topics covered to their careers SLA Research and Materials Development for Language Learning Brian Tomlinson, 2016-05-20 SLA Research and Materials Development for Language Learning is the only book available to focus on the interaction between second language acquisition theory and materials development for language learning It consists of contributions written by experts in SLA experts in materials development researchers who have expertise in both fields and introductions and conclusions by the editor The book is organized into four major sections position statements materials driven by SLA theory evaluations of materials in relation to SLA theory and proposals for action that offer a diverse range of perspectives while maintaining a cohesive and comprehensive overview on the subject This book is ideal for post graduate courses in applied linguistics and second language acquisition and for researchers interested in the relationship between SLA and materials development

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