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where they lead, but also in how this understanding might be used in practice.


Women, Employment and Organizations - Judith Gliser - 2006-06-25 This book brings together the latest European and North American research on a series of key topics in the field of women's employment and organizations. It discusses such topics as the appropriate policy contexts and systematically appraises them from the viewpoint of the challenges for the management of human resources. The book explores: occupational segregation the pay gap work-life balance part-time work women's career development women in management women and trade unions. This is a highly useful book suitable for a wide range of courses including business studies, sociology, and gender studies.

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Women's Voices In Management - Helena Dzielska Syny - 2014-04-29 Women's Voices in Management examines a wide array of women's voices across different political, social and organizational contexts in management. Extant research provides clear evidence on gendering in organizations throughout the ranks including top management.

Women Leaders in Student Affairs - Julie Taylor-Costello - 2009 This qualitative, multiple case study explored what women working in student affairs reported as influences on their choices of profession and levels of advancement within career. Data from semi-structured interviews and journal entries were obtained from ten women working in student affairs at private universities. The study employed the “Shap Model of the Careers of Successful Women” (White, Cox, & Cooper, 1992) to provide the theoretical framework and the basis for selecting women for the study. Two women at each of the five stages of White, Cox, and Cooper’s model participated in the study. A within-case analysis was conducted for each woman at each stage and revealed that these women were influenced by the same themes that she felt influenced her career choices. A cross-case analysis was conducted for the two women at each stage and revealed that these two women shared as influences on their career choices. Interaction with students influenced the career choices of both women. A within-case analysis for each woman at each stage and revealed that these women shared as influences on their career choices. Interaction with students influenced the career choices of both women.

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The Boundaryless Career - Michael B. Arthur - 2001-07-26 Organizational restructuring and global, hypercompetition have revolutionized careers and destroyed the traditional blueprint for advancement and career success. This book details the new forms work takes in the new organizational era where worker mobility has become critical to the well-being and learning of both people and firms. The Boundaryless Career approaches the new principle of the boundaryless career in five directions. The first section helps the reader explore the nature of boundaryless careers by highlighting some of their essential elements. The second section turns to competitive advantage and the role of worker’s knowledge. The third section concentrates on the role of the social structure in the organizing of work. The fourth section turns to focusing on careers as jobs and careers as leadership and career. The fifth section turns to the role of race, gender, and age in boundaryless careers. Firms that use boundaryless careers create for schools, communities, and other social institutions. Introductory and concluding essays offer frameworks for conceptualizing careers now and in the future. The Boundaryless Career provides a conceptual map of new career and employment forms to the prospective benefit of people making job choices, companies managing their workforce, and policymakers designing education, counseling, and national policy; and (5) a commentary on the current state of career scholarship and its future development as represented in this volume, by founding scholars in the field. This book will be a source for scholars and students interested in boundaryless careers and practices. It will also be a source for anyone and practitioners - with an interest not only in understanding careers, the factors shaping them and their outcomes.

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Exploring Professional Communication - Stephanie Schuren - 2012-12-13 Routledge Introductions to Applied Linguistics is a series of introductory level textbooks covering the core topics in Applied Linguistics, primarily designed for those beginning postgraduate studies, or taking an introductory MA course. Written by established and advanced university teachers, each volume is ideal for students studying professional communication, identities in the workplace, and key issues of gender, leadership and culture. Although the book's main approach to professional communication is an applied linguistics one, it also draws on insights from a range of other disciplines, throughout, Stephanie Schuren takes an interactive approach that is relevant, accessible, and engaging. Exploring Professional Communication is critical reading for postgraduate and undergraduate students of applied linguistics and communication studies.

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Examining the Career Development Practices and Experiences of Immigrants - Kemper, Jared - 2020-12-18 There has been a marked increase in the number of immigrants worldwide. However, there is still limited scholarly research exploring the career development practices and experiences of immigrants. This book highlights critical career development practices and perspectives on the later career development of immigrants and provides valuable information for advisors and practitioners working with immigrants and their families.

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career progress of women, assessing approaches such as mentoring and training programs.

Women's Career Development Across the Lifespan - Laura L. Biever - 1998

Women make up almost half of the U.S. workforce, yet lag behind men in pay, status, promotion, and career opportunities. This volume of New Directions for Adult and Continuing Education identifies the social and economic tensions that characterize women's career development and offers a range of responses that women, adult educators, HED professionals, and organizations can employ to meet the challenges. The authors recommend strategies for easing the work and family conflict, including how to make part-time employment a viable career development option. They also evaluate the role of human resource development in promoting the career progress of women, assessing approaches such as mentoring and training programs.

Complementarity, Dissimilarity, and Awakening - Sylvia Romagnoli Mann - 1999

The Impact of Professional Development on the Careers of Women Educators in the State of Minnesota

The Impact of Professional Development on the Careers of Women Educators in the State of Minnesota - Laura Wood Duha - 1996

Inspirating Leaders - Ronald J. Burke - 2006-09-27

We exist in an era of great change and widespread uncertainty in which course-determining decisions lie with individuals. In this book, Burke addresses these issues and offers a range of responses that women, adult educators, HED professionals, and organizations can employ to meet the challenges. The authors recommend strategies for easing the work and family conflict, including how to make part-time employment a viable career development option. They also evaluate the role of human resource development in promoting the career progress of women, assessing approaches such as mentoring and training programs.
Women's Poetry of Late Imperial China • Xiaolong Li - 2013-05-03
This study of poetry by late imperial China examines the metamorphosis of the trope of the "inner chamber" in a way that addresses the transformation of women's roles across centuries. Providing and analyzing examples of poetic themes, motifs, and imagery associated with the inner chambers and demonstrating the complication and nuancing of the gui theme by increasingly aware and innovative women writers.

Women's Studies • Helen Taylor - 1999
A multidisciplinary reference on the collective experiences of women. Prepared by 425 scholars from all disciplines, features 701 alphabetically listed entries, coverage of 1,250 historical figures, analysis of women and women's roles in society and culture throughout history, cross-references, and bibliography.

The Oxford Handbook of the Psychology of Working • David L. Blustein - 2013-07-11
Researchers and practitioners interested in the role of work in people's lives are faced with the need for new perspectives to interpret clients on the job in organizational settings. This handbook is designed to fill this need by focusing on the full spectrum of people who work and who want to work across the diverse contexts that frame working in the 21st century.

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Research perspectives in work psychology need for new perspectives to support clients, communities, and organizations. This handbook is designed to fill this gap in the literature by focusing on the full spectrum of people who work and who want to work across the diverse contexts that frame working in the 21st century.

Off-Ramps and On-Ramps • Sylvia Ann Hewlett - 2007-05-15
With talent shortages taking over the next decade, what can companies do to attract and retain the large number of professionals who are on the cusp of advancing into leadership roles? This edition reflects the trend among a group of cutting-edge global companies to retain talented women and rebrand them if they're already left off. Off-Ramps and On-Ramps proposes a comprehensive and nuanced portrait of women's career paths, both educated and encouraged to go into the tech sectors. Hailed by Foreign Policy Magazine as a "Top 100 Global Thinker," professor, researcher, and entrepreneur Vivek Wadhwa, along with award-winning journalist Farah Chideya, set out to collect anecdotes and essays from global leaders, sharing how their experiences in innovative industries frame the future of entrepreneurship. With interviews and essays from hundreds of women in Silicon Valley, Farah and first female private sector space explorer, former Google[X] VP and current CTO of the USA Megan Smith, Oly Diallo of the Kaiser Permanente Venture Capital and CEO of Naionnoy Dr. Anita Gooi, MD, PhD. Innovating Women offers perspectives on the challenges that women face, the strategies that they employ in the workplace, and how an organization can succeed or fail in its attempts to support career advancement of women.

Women Leading Education across the Continents • Elizabeth C. Baily - 2015-03-18
Women Leading Education across the Continents is a collection of research about and stories of women in basic and higher education leadership in every region of the globe.

Career Agility • Funa Elaeta - 2021-01-10
We are living in a fast-changing, complex and uncertain world and the future of the work, jobs and careers we are currently familiar with is unpredictable. What is certain is that our working lives are rapidly changing and this will affect the occupational landscape in ways that have not been seen before. This book will serve to prepare the reader for these changes and offer career strategies for living through them. The book outlines the main issues affecting the current employment landscape, before detailing a process for a journey of discovery and includes a practical toolkit of interactive exercises of self-reflection. So, whether it is to take a career further along its current route, completely change direction, or reboot a career, this essential ‘how to’ guide will help readers understand their values, explore their career potentials, and navigate the next stage of their career path.

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Accessibility and Diversity in the 21st Century University • Berg G.A. - 2020-05-24
In higher education institutions across the world, rapid changes are occurring as the socio-economic composition of students is shifting. The participation of females, ethnic minority groups, and low-income students has increased exponentially, leading to major changes in student activities, curricula, and overall campus culture.
In higher education institutions across the world, rapid changes are occurring as the socio-economic composition of these universities is shifting. The participation of females, ethnic minority groups, and low-income students has increased exponentially, leading to major changes in student activities, curriculum, and overall campus culture. Significant research is a necessity for understanding the need of broader educational access and promoting a newly empowered diverse population of students in today’s universities. Accessibility and Diversity in the 21st Century University is a pivotal reference source that provides vital research on the provision of higher educational access to a more diverse population with a specific focus on the growing population of women in the university. 

Gender in the Twenty-First Century - Shannon N. Davis - 2017-07-25

“This edited volume of 13 original empirical chapters provides new insight into the uneven and stalled nature of the gender revolution in the United States in the 21st century. Organized in two parts, the book documents the influence of gender as a social institution as it intersects with other core social institutions and other key forms of inequality and highlights specific policy interventions needed to facilitate greater gender equality. An introductory chapter situates contemporary understanding of gender inequality into the broader theoretical landscape on gender and intersectionality. The chapters in the first part of the book, Changing and Unchanging Institutions, assess the gender revolution in society’s core institutions: the family, higher education, the workplace, religion, the military, and sports. These chapters assess progress toward gender equality and the policies that are needed to promote equality. The second part of the book, Gender Politics and Policies, focuses on arenas where gender politics are frequently at play as well as specific examples of policy- and practice-oriented approaches to reducing gender inequality: political and economic leadership, work-family integration policies, health, immigration, globalization, and sexuality. The volume closes with a summary of specific policy implications for the community, organizational, and federal levels derived from the book’s empirical chapters.” – Provided by publisher.

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There is no shortage of articles and books exploring women’s underrepresentation in science. Everyone is interested--academics, politicians, parents, high school girls (and boys), women in search of college majors, administrators working to accommodate women’s educational interests; the list goes on. But one thing often missing is an evidence-based examination of the problem, uninfluenced by personal opinions, accounts of “lived experiences,” anecdotes, or the always-encroaching inputs of popular culture. This is why this special issue of Frontiers in Psychology can make a difference. In it, a diverse group of authors and researchers with even more diverse viewpoints find themselves united by their empirical, objective approaches to understanding women’s underrepresentation in science today. The questions considered within this special issue span academic disciplines, methods, levels of analysis, and nature of analysis; what these articles share is their scholarly, evidence-based approach to understanding a key issue of our time.


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