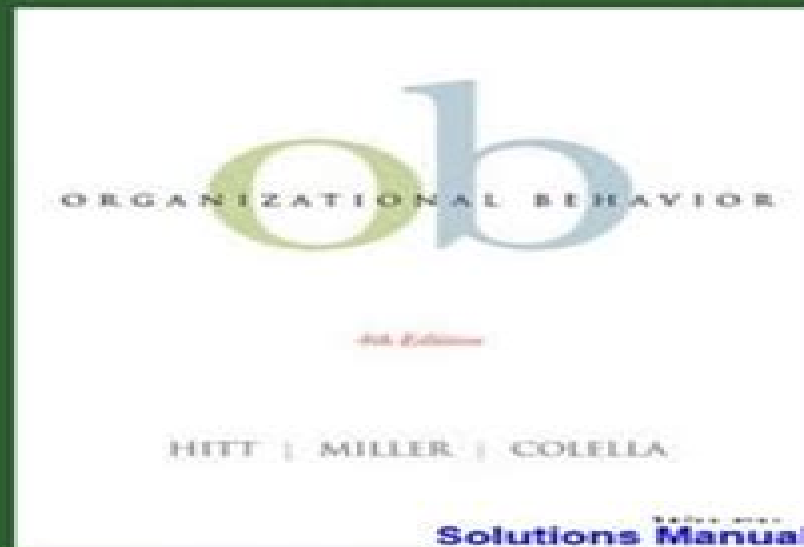


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Customer Selection Oliver Lonicer, 2002-01-11 Inhaltsangabe Abstract In the real world all

customers are not created equal This allusion to the Declaration of Independence captures a recent realisation of many companies different customers represent different values to a company In fact many companies are discovering that a large percentage of their customers are generating losses XY Insurance is among those companies that recently discovered a considerable portion of unprofitable customers in their current book of business This was identified as a major problem especially considering the fact that the company is converting to a publicly traded stock company Given the necessity to produce shareholder value senior management realised that it would be indispensable to ensure the profitability of its accounts One of the factors underlying this problem at XY is the lack of a screening process to ensure the selection of customers with whom a profitable relationship can be built To address this need XY s senior management decided that it would be necessary to develop a tool that enables the sales staff to evaluate customers and ultimately to select customers based an this assessment The objective of this study is the development of a screening tool which can be used as a basis for the selection of XY s customers in the company s arge case segment The development of the tool is limited to one of the company s segments because the customers as well as the products differ greatiy by segment The tool should enable the company to assess their clients individually and classify each of them as attractive or unattractive so that proper strategies can be applied The strategy development lies outside of the confines of this study and is therefore not discussed in this paper I will however indicate starting points and some important issues when designing these strategies In addition considerations in conjunction with the implementation and introduction process as well as avenues for further research are addressed where appropriate White the initial idea behind the development of the screening tool was to design a mechanism that would allow for the assessment of all of XY s customers existing and prospective it became apparent that this would not be feasible Separate tools for both stages are needed As a result it was decided that a model outlining the needed criteria would be developed and based an this a screening tool for prospective clients would be built The

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Organizational Behaviour in a Global Context Albert J. Mills, Jean C. Helm Mills, John Bratton, Carolyn Forshaw, 2006-01-01 At last there is a lucid well written OB book which covers key issues required in OB teaching but which has a mind of its own Students and faculty will recognize this is more than standard fare Bill Cooke Manchester Business School

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Global Management Stewart R Clegg, Eduardo Ibarra-Colado, Bueno-Rodriguez Luis, 1999-02-22 This book re examines management theory after Globalization Combining key names and studies from across the world it explores the local realities that resist universal theories and that permeate the daily lives of practising managers The book provides a comprehensive and critical reflection on the widely documented phenomenon of globalization in business It assesses the implications of the diversity of individual economies and enterprises for general theories of management and concludes by presenting new approaches to the study and research of management and organizations

Workplace Mental Health Manual for Nurse Managers Lisa Y. Adams, 2014-07-17 This text provides a comprehensive overview if not thesis of the contributing factors to workplace stress and how to revisit them and our own mental health How can nurses and health care workplaces expect to offer health and healing when such basic foundational human dynamics of mental health are not addressed This work opens the door to both the dynamics and the deep dimensions of the root issues facing humanity and our places of work and play Jean Watson PhD RN AHN BC FAAN From the Foreword This is a wonderful addition to leadership and management personnel and a good resource for any nurse Too often nurses hide these issues and we need to make others aware of what can occur and take steps to bring these conditions out in the open It is definitely a worthwhile addition to any nursing library

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Personnel Literature, 1980

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Advances In Industrial Ergonomics And Safety IV Shrawan Kumar, 2003-09-02 Topics Include industrial ergonomics risk accidents and accident prevention safety and surveillance posture perception cognitive ergonomics telerobotics military occupational ergonomics and international ergonomics

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Organizational Change Gene Deszca, Cynthia Ingols, Evelina Atanassova, Tupper F. Cawsey, 2023-01-07 In today's world organizational resilience adaptability and agility gain new prominence Awaken mobilize accelerate and institutionalize change with *Organizational Change An Action Oriented Toolkit Fifth Edition* Bridging theory with practice this new edition uses models examples and exercises to help students engage others in the change process Authors Gene Deszca Cynthia Ingols Tupper F Cawsey and Evelina Atanassova provide tools for implementing measuring and monitoring sustainable change initiatives and helping organizations achieve their objectives

Human Resource Management in Sport and Recreation Packianathan Chelladurai, Shannon Kerwin, 2018-10-30 *Human Resource Management in Sport and Recreation Third Edition* provides current and future practitioners with a solid foundation in research and application of human resource management in the sport and recreation industries The third edition prepares students for success by bringing into focus the three divergent groups of people who constitute human resources in sport and recreation organizations paid professional workers volunteers and the clients themselves Dr Packianathan Chelladurai pioneer in the field of sport management continues to bring his expertise to this edition he is joined by new coauthor Dr Shannon Kerwin an active researcher in organizational behavior and human resource management in sport With more than 50 collective years of experience in teaching management of human resources Chelladurai and Kerwin synthesize the core dynamics of human resources and the management of these resources as well as the role of the sport and recreation manager The third edition's updated references examples and studies reflect the increased growth interest and complexity in human resource management in recreation and sport in recent years Additional enhancements of the third edition include the following A new opening chapter on the significance of human resources describes consumer services professional services and human services and provides a model for the subsequent chapters A greater emphasis is placed on recruitment and training as an essential component of success New Technology in Human Resource Management and Diversity Management of Human Resources sidebars connect theory to practice for sport managers as they confront contemporary issues in the workplace Case studies

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