Preface

The constantly changing landscape of Leadership and Personnel Management makes it challenging for experts and practitioners to stay informed of the field’s most up-to-date research. That is why Business Science Reference is pleased to offer this three-volume reference collection that will empower students, researchers, and academicians with a strong understanding of critical issues within Leadership and Personnel Management by providing both broad and detailed perspectives on cutting-edge theories and developments. This reference is designed to act as a single reference source on conceptual, methodological, technical, and managerial issues, as well as provide insight into emerging trends and future opportunities within the discipline.

Leadership and Personnel Management: Concepts, Methodologies, Tools, and Applications is organized into eight distinct sections that provide comprehensive coverage of important topics. The sections are:

1. Fundamental Concepts and Theories;
2. Development and Design Methodologies;
3. Tools and Technologies;
4. Utilization and Application;
5. Organizational and Social Implications;
6. Managerial Impact;
7. Critical Issues; and

The following paragraphs provide a summary of what to expect from this invaluable reference tool.

Section 1, “Fundamental Concepts and Theories,” serves as a foundation for this extensive reference tool by addressing crucial theories essential to the understanding of Leadership and Personnel Management. Introducing the book is The Ethics Portfolio: Building and Promoting Ethical Culture in an Organization by Laxmikant Manroop and Jennifer Harrison; a great foundation laying the groundwork for the basic concepts and theories that will be discussed throughout the rest of the book. Other chapters of note in Section 1 are Ethical Concerns in Human Enhancement: Advantages in Corporate/Organizational Settings by Ben Tran along with Teachers’ Professional Development in the Digitized World: A Sample Blended Learning Environment for Educational Technology Training written by Emsal Ates Ozdemir and Kenan Dikilitaş. The section concludes with A Conceptual Framework for Ethical Decision Making in Organizations: A Review of Ethical Triangle Model by Lilia Carolina Rodríguez Galván and Carlos Morán Dosta.
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Section 2, “Development and Design Methodologies,” presents in-depth coverage of the conceptual design and architecture of Leadership and Personnel Management. Opening the section is Ethics in Design: Teaching Engineering Ethics by James A. Stieb. Through case studies, this section lays excellent groundwork for later sections that will get into present and future applications for Leadership and Personnel Management, including, of note: Adaptable Learning Theory Framework for Technology-Enhanced Learning by Byron Havard, Marlene L. East, Lakshmi Prayaga, and Alex Whiteside; and Developing English Language Teachers’ Professional Capacities through Digital and Media Literacies: A Brazilian Perspective by Lucas Moreira dos Anjos-Santos, Michele Salles El Kadri, Raquel Gamero, and Telma Gimenez. The section concludes with a nice segue chapter by Giridhar Akula, titled Engineering Ethics in Technological Design.

Section 3, “Tools and Technologies,” presents extensive coverage of the various tools and technologies used in the implementation of Leadership and Personnel Management. Section 3 begins where Section 2 left off, though this section describes more concrete tools at place in the modeling, planning, and applications of Leadership and Personnel Management. The section begins with Executive Functions in Digital Games by Elizabeth Boyle, Melody M. Terras, Judith Ramsay, and James M. E. Boyle, which gives an idea of the types of works that can be found in this section. A couple chapters to note are: Integrating Technology in Nurse Education: Tools for Professional Development, Teaching, and Clinical Experiences by Vivian H. Wright and Anjanetta Davis; and Implications and Philosophical Requirements of a Comprehensive Dialectical Inquiry System by William Acar and Douglas A. Druckenmiller. The section concludes with STEM Learning in Middle Grades by Technology-Mediated Integration of Science and Mathematics: Results of Project SMILE by Pradeep Maxwell Dass and John T. Spagnolo.

Section 4, “Utilization and Application,” describes how the broad range of Leadership and Personnel Management efforts has been utilized and offers insight on and important lessons for their applications and impact. The first chapter in the section is titled Using Multimodal Discourse Analysis to Identify Patterns of Problem Solving Processes in a Computer-Supported Collaborative Environment written by Shannon Kennedy-Clark and Kate Thompson. This section includes the widest range of topics because it describes case studies, research, analysis, and guides for implementation. The breadth of topics covered in the chapter is also reflected in the diversity of its authors, from countries all over the globe. A couple chapters to note include: A Paradigm Shift for Teachers’ Professional Development Structure in Turkey: Moving from Instruction to Learning by Murat Günel, Melike Özer-Keskin, and Nilay Keskin-Samanci; and High School Turnaround: A Case Study by Rebecca Stobaugh, Wanda G. Chandler, and Crystal White. The section concludes with Behavior and Ethical Problems in the Functioning of the Operating Theater (Case Study) by Anita Wójcik and Michal Chojnacki, a great transition chapter into the next section.

Section 5, “Organizational and Social Implications,” includes chapters discussing the organizational and social impact of Leadership and Personnel Management. The section opens with Primary Grades Teachers’ Fidelity of Teaching Practices during Mathematics Professional Development by Christie S. Martin, Drew Polly, Chuang Wang, Richard G. Lambert, and David Pugalee. Where Section 4 focused on the broad, many applications of Leadership and Personnel Management technology, this section focuses exclusively on how these technologies affect human lives, either through the way they interact with each other, or through how they affect behavioral/workplace situations. Other interesting chapters of note include The Role of Ethical Leadership in Ethical Organizations: A Literature Review by Kijpokin Kasemsap; and The Pivotal Role of Faculty in Online Student Engagement and Retention by Judi Simmons Estes. The section concludes with The Role of Performance Management Practices on Organizational Performance: A Functional Framework by Kijpokin Kasemsap.
Section 6, “Managerial Impact,” presents focused coverage of Leadership and Personnel Management in a managerial perspective. This section serves as a vital resource for developers who want to utilize the latest research to bolster the capabilities and functionalities of their processes. The section begins with Realising the Potential of MOOCs in Developing Capacity for Tertiary Education Managers by Chinh Nguyen, Heather Davis, Geoff Sharrock, and Kay Hempsall. The chapters in this section offer unmistakable value to managers looking to implement new strategies that work at larger bureaucratic levels. The section concludes with Theory U and Team Performance: Presence, Participation, and Productivity by Jay Hays.


Section 8, “Emerging Trends,” highlights areas for future research within the field of Leadership and Personnel Management, opening with Conflict Resolution and Ethical Decision-Making for Engineering Professionals in Global Organizations by Charles R. Feldhaus, Julie Little, and Brandon Sorge. This section contains chapters that look at what might happen in the coming years that can extend the already staggering amount of applications for Leadership and Personnel Management. The final chapter of the book looks at an emerging field within Leadership and Personnel Management, in the excellent contribution, Preparing Tomorrow’s Library Managers: Exploring Leadership and Succession Planning at The University of the West Indies Libraries by Evadne McLean, Mark-Shane Scale, and Margaret D. Rouse-Jones.

Although the primary organization of the contents in this multi-volume work is based on its eight sections, offering a progression of coverage of the important concepts, methodologies, technologies, applications, social issues, and emerging trends, the reader can also identify specific contents by utilizing the extensive indexing system listed at the end of each volume. As a comprehensive collection of research on the latest findings related to using technology to providing various services, Leadership and Personnel Management: Concepts, Methodologies, Tools and Applications, provides researchers, administrators and all audiences with a complete understanding of the development of applications and concepts in Leadership and Personnel Management. Given the vast number of issues concerning usage, failure, success, policies, strategies, and applications of Leadership and Personnel Management in countries around the world, Leadership and Personnel Management: Concepts, Methodologies, Tools and Applications addresses the demand for a resource that encompasses the most pertinent research in technologies being employed to globally bolster the knowledge and applications of Leadership and Personnel Management.