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N1DEPV - LOPEZ MURRAY

The impetus for this work emerged from Savall's belief that there is a doubleloop interaction between social and economic factors in organizations, between behaviors and structures, and between the quality of life in organizations and their economic performance. When managers underestimate this dynamic interaction, the resulting tension ultimately manifests in lowered performance and increased costs, what he refers to as the "hidden costs" of organizational life. Only by delving into the depths of these organizational dynamics can we hope to fully understand - and create the basis for improving - organizational performance. The Qualimetrics Approach presents a different and challenging way of thinking about analyzing organizations, one that draws together quantitative information, financial analysis and qualitative insights into organizational dynamics. As Savall and Zardet argue, to gain a true understanding of what is happening in organizations, intervener-researchers must focus on all three perspectives, as ignoring any one of them will lead to incomplete understandings. Their approach underscores the importance of using qualitative data to validate quantitative depictions ("the numbers") of organizational performance in understanding the construction of financial statements. The strength of Savall and Zardet's approach is that it pushes us to go deeper, to fully understand the narratives underlying the numbers and the social construction of our financial assessments.

These are the proceedings of the 8th European Conference on Symbolic and Quantitative Approaches to Reasoning with Uncertainty, ECSQARU 2005, held in Barcelona (Spain), July 6-8, 2005. The ECSQARU conferences are biennial and have become a major forum for advances in the theory and practice of reasoning under uncertainty. The first ECSQARU conference was held in Marseille (1991), and after in Granada (1993), Fribourg (1995), Bonn (1997), London (1999), Toulouse (2001) and Aalborg (2003). The papers gathered in this volume were selected out of 130 submissions, after a strict review process by the members of the Program Committee, to be presented at ECSQARU 2005. In addition, the conference included invited lectures by three outstanding researchers in the area, Serafín Moral (Imprecise Probabilities), Rudolf Kruse (Graphical Models in Planning) and Jérôme Lang (Social Choice). Moreover, the application of uncertainty models to real-world problems was addressed at ECSQARU 2005 by a special session devoted to successful industrial applications, organized by Rudolf Kruse. Both invited lectures and papers of the special session contribute to this volume. On the whole, the programme of the conference provided a broad, rich and up-to-date perspective of the current high-level research in the area which is reflected in the contents of this volume. I would like to warmly thank the members of the Program Committee and the additional referees for their valuable work, the invited speakers and the invited session organizer.

This book presents a comprehensive overview of extant literature on competence-based vocational and professional education since the introduction of the competence concept in the 1950s. To structure the field, the book distinguishes between three approaches to defining competence, based on 1. functional be-

haviourism, 2. integrated occupationalism, and 3. situated professionalism. It also distinguishes between two ways of operationalizing competence: 1. behaviour-oriented generic, and 2. task-oriented specific competence. Lastly, it identifies three kinds of competencies, related to: 1. specific activities, 2. known jobs, and 3. the unknown future. Competence for the unknown future must receive more attention, as our world is rapidly evolving and there are many 'glocal' challenges which call for innovation and a profound transformation of policies and practices. The book presents a range of different approaches to competence-based education, and demonstrates that competence-based education is a worldwide innovation, which is institutionalized in various ways. It presents the major theories and policies, specific components of educational systems, such as recognition, accreditation, modelling and assessment, and developments in discipline-oriented and transversal competence domains. The book concludes by synthesizing the different perspectives with the intention to contribute to further improving vocational and professional education policy and practice. Joao Santos, Deputy Head of Unit C5, Vocational Training and Adult Education, Directorate General for Employment, Social Affairs and Inclusion, European Commission: "This comprehensive work on competence-based education led by Martin Mulder, provides an excellent and timely contribution to the current debate on a New Skills Agenda for Europe, and the challenge of bridging the employment and education and training worlds closer together. This book will influence our work aimed at improving the relevance of vocational education to support initial and continuing vocational education and training policy and practice aimed at strengthening the key competencies for the 21st century." Prof. Dr. Reinhold Weiss, Deputy President and Head of the Research, Federal Institute for Vocational Education and Training (BIBB), Bonn, Germany: "This book illustrates that the idea and concept of competence is not only a buzzword in educational debates but key to innovative pedagogical thinking as well as educational practice." Prof. Dr. Johanna Lasonen, College of Education, University of South Florida, Tampa, USA: "Competence-based Vocational and Professional Education is one of the most important multi-disciplinary book in education and training. This path-breaking book offers a timely, rich and global perspective on the field. The book is a good resource for practitioners, policymakers and researchers."

Les clés pour gérer une entreprise avec Excel et VBA Cet ouvrage propose une approche pratique des techniques quantitatives de gestion sous Excel et avec le langage de programmation Visual Basic pour Applications (ou VBA), qui permet de créer des macros dans Excel. Il met à la disposition du lecteur : des outils pour gérer l'entreprise : facturation, amortissements, impôts sur les sociétés, affectation du résultat, valorisation des stocks, gestion des coûts, bilan, rentabilité des investissements, etc. ; de nombreux exemples et exercices d'application ; des fichiers d'accompagnement téléchargeables : feuilles de calculs prêtes à l'emploi, corrigés des exercices, codes en VBA. Les fichiers téléchargeables avec l'ouvrage permettent une double approche : le lecteur peut s'initier aux fonctions avancées d'Excel et au codage VBA, ou utiliser directement les feuilles de calcul prêtes à l'emploi pro-

posées. La gestion sous Excel et VBA s'adresse aux étudiants en gestion (bac STG, BTS, DUT, DCG et licence économie et gestion etc.) et aux professionnels de la gestion (TPE et PME en particulier). Configuration requise : PC ou Mac avec les logiciels Microsoft Excel (fichiers .xls) et Acrobat Reader (fichiers .pdf), et un navigateur web (fichiers .html).

Some 20 years after the emergence of configurational theory as a key perspective in organization studies in the 1990s, this approach has yet to deliver on its promise. While we know that configurations the relative arrangement of parts and elements - matters, empirical research on configurations is just beginning to deliver on its promise.

Fuzzy logic, which is based on the concept of fuzzy set, has enabled scientists to create models under conditions of imprecision, vagueness, or both at once. As a result, it has now found many important applications in almost all sectors of human activity, becoming a complementary feature and supporter of probability theory, which is suitable for modelling situations of uncertainty derived from randomness. Fuzzy mathematics has also significantly developed at the theoretical level, providing important insights into branches of traditional mathematics like algebra, analysis, geometry, topology, and more. With such widespread applications, fuzzy sets and logic are an important area of focus in mathematics. The Handbook of Research on Advances and Applications of Fuzzy Sets and Logic studies recent theoretical advances of fuzzy sets and numbers, fuzzy systems, fuzzy logic and their generalizations, extensions, and more. This book also explores the applications of fuzzy sets and logic applied to science, technology, and everyday life to further provide research on the subject. This book is ideal for mathematicians, physicists, computer specialists, engineers, practitioners, researchers, academicians, and students who are looking to learn more about fuzzy sets, fuzzy logic, and their applications.

Synthèse consacrée aux végétaux ligneux d'ornement, fruitiers et forestiers, cet ouvrage sur la Filière pépinière, présente la filière professionnelle, son organisation, son poids économique en France et sur le plan international. Le volet technique, intégrant les plus récents acquis dans le domaine, s'étend de la production en pépinière jusqu'à la plantation : sélection variétale, techniques culturales, matériels spécifiques. La qualité du produit et la protection de l'environnement sont largement abordées avec une description complète de l'éventail réglementaire. Ces thèmes majeurs sont illustrés d'exemples concrets issus de la recherche ou des entreprises. Innovant et très complet, ce volume est devenu rapidement une référence pour les professionnels, enseignants et étudiants de la filière de la pépinière et du paysage.

Bibliografie van de literatuur over het hergebruik van afvalstoffen uit de landbouw, de levensmiddelenindustrie en de bosbouw in verschillende delen van de wereld

L'objectif de l'atelier était d'examiner l'efficacité des principaux instruments juridiques internationaux du secteur pêche et d'identifier d'autres mesures permettant d'aborder les facteurs de non durabilité et de surexploitation. Ces facteurs ont été identifiés et discutés lors de trois ateliers organisés par la FAO depuis 2002. Ont participé à cet atelier régional des experts de l'Afrique de l'Ouest et du sud de la Méditerranée. Des ateliers similaires seront organisés dans d'autres régions en 2006. Un résumé en anglais figure dans les pages préliminaires. La troisième partie du document présente la version anglaise de la totalité de la deuxième partie.

L'asset management pour les professionnels Cet ouvrage présente de manière synthétique et efficace l'essentiel de l'asset management. A un moment où le contexte législatif du métier est en pleine évolution, il accompagne le professionnel dans sa pra-

tique quotidienne : les fondamentaux du métier : construire et gérer les produits, gérer la relation client, interagir avec les différents métiers connexes, etc. ; une approche très opérationnelle : nombreux exemples, focus pratiques, conseils d'expert ; à jour des dernières réformes : entrée en vigueur d'UCIT IV, révision de la directive MIF, arrivée d'UCIT V et d'AIFM dans un horizon d'un à deux ans. Pratique de l'asset management permet aussi de situer la fonction dans le large champ de compétences et de métiers qui l'entourent : informaticiens, juristes, comptables, auditeurs, fiscalistes, régulateurs, etc. Il s'adresse d'abord aux professionnels de l'asset management, mais également aux étudiants en écoles de commerce, IEP, IUP Gestion de patrimoine, et plus largement aux étudiants en MI et M2 de finance.

The Committee reviewed the work carried out during the 2016-2017 intersession and addressed the mid-term strategy towards the sustainability of Mediterranean and Black Sea fisheries. It provided advice on data collection and quality indicators.

Daniel Albero Santacreu presents a wide overview of certain aspects of the pottery analysis and summarizes most of the methodological and theoretical information currently applied in archaeology in order to develop wide and deep analysis of ceramic pastes. The book provides an adequate framework for understanding the way pottery production is organised and clarifies the meaning and role of the pottery in archaeological and traditional societies. The goal of this book is to encourage reflection, especially by those researchers who face the analysis of ceramics for the first time, by providing a background for the generation of their own research and to formulate their own questions depending on their concerns and interests. The three-part structure of the book allows readers to move easily from the analysis of the reality and ceramic material culture to the world of the ideas and theories and to develop a dialogue between data and their interpretation. Daniel Albero Santacreu is a Lecturer Assistant in the University of the Balearic Islands, member of the Research Group Arqueo UIB and the Ceramic Petrology Group. He has carried out the analysis of ceramics from several prehistoric societies placed in the Western Mediterranean, as well as the study of handmade pottery from contemporary ethnic groups in Northeast Ghana.

The French-English volume of this highly acclaimed set consists of some 100,000 keywords in both French and English, drawn from the whole range of modern applied science and technical terminology. Covers over 70 subject areas, from engineering and chemistry to packaging, transportation, data processing and much more.

The aim of this book is to highlight the role that gender research can play in understanding natural resource management and rural development issues in the Middle East and North Africa region and how hands-on training and mentoring can be used as a capacity enhancement approach. It presents findings of four research teams, working in three countries, Algeria, Lebanon and Morocco. The approach was to build the capacity of national teams through hands-on field research, mentoring and technical support, which is different from traditional training. The chapters present the results of the case studies used as learning platforms for the teams and reflections on this approach. The case studies demonstrate the capacity and skills that the teams have acquired. These teams were multi-disciplinary and included social scientists as well as specialists in water management, livestock production and rangelands and agronomy. The book provides grounded empirical examples for MENA academics, practitioners and development students concerned about ensuring gender-balanced rural development.

One of the principal tasks for legal research at the beginning of the 21st century is to reconstruct the understanding of the rela-

tionship between the legal system and the market order. After almost three decades of deregulation driven by a belief in the self-equilibrating properties of the market, the financial crisis of 2008 has reminded everyone of the fundamental truth that markets have legal and institutional foundations, without which they cannot effectively function. The chapters in the present volume are the result of work by a group of legal scholars which began in the mid-2000s, at a time when the shortcomings of deregulatory policies were becoming clear in a number of contexts. The chapters address the question of how the language of contract law describes or conceptualises the market order and the relationship of the law to it. The perspectives taken are, in turn, historical, comparative, and context-specific. The focus of the book is on a foundational idea, the concept of *capacitas*, which signifies a status conferred upon citizens for the purpose of enabling them to participate in the economic life of the polity. In modern legal systems, 'capacity' is the principal juridical mechanism by which individuals and entities are empowered to enter into legally binding agreements and, more generally, to arrange their affairs using the instruments of private law. Legal capacity is thereby the gateway to involvement in the operations of a market economy.

This is the next generation of business dictionaries. Including modern banking, accounting, insurance, real estate, import-export, taxes, business law and computer terms, this is an essential resource for those working in multilingual, multicultural business fields.

Ce manuel vise principalement la formation à la comptabilité dans une finalité de gestion : - d'étudiants en comptabilité et/ou en gestion (DPECF, IUT, Universités de gestion, de droit, d'économie, Écoles Supérieures de Commerce...) - de personnes en formation continue (1er cycle de l'INTEC, CNAM...) Sa clarté le rend très accessible aux étudiants d'un niveau de formation générale requis au baccalauréat. Outre l'enseignement d'une technique, l'ouvrage propose une approche méthodologique et critique, dans un environnement professionnel de plus en plus soumis aux influences et aux comparaisons internationales. L'auteur apporte des innovations majeures, dans la continuité de la pédagogie des "flux", dont il a été l'initiateur : - une initiation à la comptabilité fondamentale qui fournit concepts, principes et méthodes universellement admis ; - une approche du PCG dans une optique internationale de comptabilité comparée ; - une cohérence conceptuelle et pédagogique des applications corrigées des exercices et thèmes d'entraînement.

International business in the 21st century requires a new kind of dictionary. This dictionary fulfils such a need. It is designed to facilitate business between Francophone and English-speaking countries. The first of its kind to provide the business terms of the United States, France and Canada, it is an invaluable tool for communicating in the global market. These terms encompass accounting, economics, insurance, real estate, modern banking, computers, the Internet, and more. Terms used by organisations like the United Nations, World Bank, and the International Monetary Fund are also included.

The Scientific Advisory Committee on Fisheries (SAC) of the General Fisheries Commission for the Mediterranean (GFCM) held its twentieth session in Tangiers, Morocco, from 26 to 29 June 2018. The session was attended by delegates from 14 Mediterranean contracting parties, seven observers, representatives of the FAO

regional projects, the GFCM Secretariat and invited experts. The Committee reviewed the work carried out during the 2017-2018 intersession, including within its four subregional subsidiary bodies (Subregional Committee for the Adriatic Sea, Subregional Committee for the Central Mediterranean, Subregional Committee for the Eastern Mediterranean and Subregional Committee for the Western Mediterranean) which all met during the intersession. In relation to the mid-term strategy (2017-2020) towards the sustainability of Mediterranean and Black Sea fisheries, the Committee welcomed the progress in multiple priority activities as well as cooperation with partners. Issues in relation to fishery data quality, data collection needs and methodologies, estimation and quantification of illegal, unreported and unregulated fishing and formulation of advice on the status of fisheries were discussed. Recalling the need to improve knowledge on small-scale fisheries in the the Mediterranean and the Black Sea, the work underway to test a characterization matrix as well as the forthcoming Regional Plan of Action for Small-Scale Fisheries in the Mediterranean and Black Sea were tackled. Furthermore, the Committee formulated advice on the following aspects: i) overall status of Mediterranean stocks; ii) management of European eel; iii) management of deep-sea fisheries and identification of VMEs and iv) roadmap towards a network of essential fish habitats. In line with the subregional approach and based on the conclusions of the four subregional committees, the SAC also provided specific advice for each subregion. In particular, attention was paid to: i) blackspot seabream in the western Mediterranean; ii) demersal fisheries in the Strait of Sicily; iii) small pelagic fisheries in the Adriatic Sea; iv) demersal fisheries in the Adriatic Sea, including the monitoring of the Jabuka/Pomo Pit fisheries restricted area; and v) deep-water red shrimps in the central and eastern Mediterranean. In addition, the Committee also endorsed an updated table of priority species by subregion. Finally, the Committee agreed upon its work plan for 2018-2020 and elected its new Bureau.

In this new edition standard energy terms in worldwide use are presented in 19 sections collectively containing over 1300 terms covering both conventional and modern sources, technology, equipment and supply systems, in English, French, German and Spanish. Three new sections are introduced: Forecasting and Methodology, including general and more specific terms relating to quantitative economic energy forecasting; Uses of Energy, ranging from terms associated with consumers and energy supply to terms concerned with industrial and chemical usage; and Measurement and Control Technology, which covers instrumentation, techniques and safety terminology. Fully indexed and specially designed for rapid cross-reference, this glossary is a useful reference guide for all scientists, technical writers and economists with an interest in this field.

Le but de cet ouvrage est de présenter aux étudiants des cycles de formation l'économie et à la gestion, ainsi qu'aux responsables d'entreprises un panorama des principales techniques d'aide à la décision basées sur la modélisation mathématique. Il a été conçu fondamentalement dans l'optique de l'utilisateur éventuel de ces techniques, c'est-à-dire dans l'optique du gestionnaire. Aussi, plus que sur les développements mathématiques, l'accent a été mis sur la compréhension des mécanismes de base, sur la formalisation des problèmes de gestion et sur l'utilisation des résultats de l'application des modèles.