

Case Study Orangehrm

Dramatically improve human capital management decisions by applying advanced analytics and “Big Data” technologies and processes! Pioneering HR technology expert James Sesil identifies widespread flaws in today’s HR decision-making processes, and reveals how advanced analytics can help organizations make far more robust decisions about employee selection, performance management, strategy alignment, collaboration, and more. In this book he shows how to integrate Business Intelligence, ERP, Strategy Maps, Talent Management Suites, and advanced analytics – and use them together to make far better decisions. You’ll learn how to measure and improve the value of HCM decision-making in workforce/succession planning, talent acquisition, career development, corporate learning, and beyond. Sesil teaches key lessons from sources ranging from online dating services to Moneyball-style sports player selection processes. He shows how to systematically improve decision-making through more complete and sophisticated collaboration and new Collective Intelligence approaches. You’ll learn how to use both internal and external data sources more effectively, and review a wide variety of advanced tools and available options, such as Oracle’s Yemo, Anaplan, SuccessFactors, and Workday. Sesil concludes by demonstrating how to build “data driven” cultures and organizations that truly want to bring objectivity to decision-making, and will actually use these remarkable new tools. This book will be an invaluable resource for every HR executive, manager, analyst, and IT professional seeking new opportunities for competitive advantage through human capital and technological innovation.

This guide shows human resource professionals how to use online technology to offer more services to employees. It offers tips on which approaches are the most effective depending upon the size of the organization and explains the Web technologies that are changing the way human resources work. Are you in charge of your own testing? Do you have the advice you need to communicate your test approach? “Dear Evil Tester” contains advice about testing that you won’t hear anywhere else. “Dear Evil Tester” is a three pronged publication designed to: -provoke not placate, -make you react rather than relax, -help you laugh not languish. Starting gently with the laugh out loud Agony Uncle answers originally published in “The Testing Planet”, “Dear Evil Tester” then provides new answers, to never before published questions, that will hit your beliefs where they change. Before presenting you with essays that will help you unleash your own inner Evil Tester. With advice on automating, communication, talking at conferences, psychotherapy for testers, exploratory testing, tools, technical testing, and more. Dear Evil Tester randomly samples the Software Testing stomping ground before walking all over it. “Dear Evil Tester” is a revolutionary testing book for the mind which shows you an alternative approach to testing built on responsibility, control and laughter. Read what our early reviewers had to say: “Wonderful stuff there. Real deep.” Rob Sabourin, @RobBerASabourin Author of “I Am a Bug” “The more you know about software testing, the more you will find to amuse you.” Dot Graham, @dorothygraham Author of “Experiences of Test Automation” “laugh-out-loud episodes” Paul Gerrard, @paul_gerrard Author of “The Tester’s Pocketbook” “A great read for every Tester.” Andy Glover, @cartoonester Author of “Cartoon Tester”

Everybody is confronted with cloud computing. Whether you are a user, designer, programmer, project manager, or tester, sooner or later the cloud affects your work. If you are involved in selecting or implementing services from the cloud, or in keeping them up and running, this book will prove to be an invaluable resource. Testing Cloud Services covers an extensive list of risks that arise when implementing cloud computing, including some traditional risks and some completely new ones, and provides strategies for avoiding these risks and solving problems. Every risk is connected to existing, updated, and new test measures. It is necessary to start testing during the selection of cloud services, and continue end-to-end testing even after going live, as continuity risks arise all the time. With this book in hand, you will save a lot of time and discover an effective approach to testing that can be applied in practice immediately!

Cloud Computing – CLOUD 2019

PHP & MySQL

Practical WebDriverIO

Architecture Guide

Server-side Web Development

25th International Conference, ICONIP 2018, Siem Reap, Cambodia, December 13–16, 2018, Proceedings, Part VI

12th International Conference, Held as Part of the Services Conference Federation, SCF 2019, San Diego, CA, USA, June 25–30, 2019, Proceedings

&> Score Higher on the SPHR Exam We provide you with the proven study tools and expert insight that will help you score higher on your exam Study Tips like the advice and instruction that a personal tutor might provide Notes, Tips, and Cautions provide you with hints and strategies that will help you reduce your mistakes on the exam Comprehensive discussion of all six functional areas covered on the SPHR Exam Practice Questions that include detailed explanations of correct and incorrect answers–so you can learn the material from your success and mistakes COMPREHENSIVE! Succeeded with comprehensive learning and practice tests Master the SPHR exam materials in all six tested functional areas Prepare with a comprehensive practice test Analyze your test readiness and areas for further study with topic-focused chapter tests CD-ROM—based practice exam includes an interactive test engine for a meaningful exam experience with 175 questions Learn important test-taking strategies to maximize your score and diminish your anxiety Pearson IT Certification Practice Test The CD-ROM—based practice exam includes an interactive test engine for a realistic exam experience with 175 questions. Includes Exclusive Offer for 70% Off Premium Edition eBook and Practice Test CATHY LEE PANTANO WINTERFIELD, MBA, MSHE, SPHR, ACC, is President of NovaCore Performance Solutions, a firm dedicated to enhancing individual and team workplace performance. She has more than 25 years of experience in HR, training, consulting, management, and coaching for businesses, non-profits, and governmental entities. She previously served as Director of Human Resource Management Programs for Cornell University’s School of Industrial and Labor Relations. Winterfield has presented on many HR and management development topics, and co-authored more than a dozen online courses in these fields. Her books include Performance Appraisals and Mission-Driven Interviewing, as well as the Pearson IT Certification book PHR Exam Prep, Third Edition. Human Resource Information Systems, edited by Richard D. Johnson, Michael J. Kavanagh, and Kevin D. Carlson, is a one-of-a-kind book that provides a thorough introduction to the field of Human Resource Information Systems (HRIS) and shows how organizations today can leverage HRIS to make better people decisions and manage talent more effectively. Unlike other texts that overwhelm students with technical information and jargon, this revised Fifth Edition offers a balanced approach in dealing with HR issues and IT/IS issues by drawing from experts in both areas. Numerous examples, best practices, discussion questions, and case studies make this the most student-friendly and current text on the market. New to This Edition A new chapter on HRIS strategy discusses the strategic considerations when adopting HRIS and how an HRIS can support HR and organizational strategy. Updated Industry Briefs where industry leaders briefly discuss the importance of the chapter’s topic and how it plays out in their firm or industry New and expanded coverage of key trends such as HRIS justification strategies, HR technology, big data, and artificial intelligence is included.

This book introduces methods of re-processing images to extract numerical information that can be used to quantify the observables in environmental modelling. Experiments or procedures that yield large images can be statistically or parametrically examined. Through the use of open source libraries, the book shows how ‘big data’ in the form of images or datasets can be comparatively analysed along same defined procedures or standards. This book helps to solve the challenges of discarding datasets that are relevant directly or indirectly to the research. The habit of screening datasets leads to the discard of over 90% of the original dataset or images generated in the experiments or procedure. If the images or datasets are generated under the same principles or conditions, then each measurement may be the narrative of unique events. The focus of this book is to enlighten researchers on how to analyse measurements with the aim of ensuring 100% utilization.

This book reflects the paradigm shift now manifesting in Bangladesh’s education system by highlighting recent empirical research. It shares essential insights by presenting research conducted on diverse aspects of current day education in Bangladesh, including policy and governance, equity, access and participation, curriculum and pedagogy, assessment, and education programs and projects run by NGOs. Further, it offers a platform for these unique studies to be showcased and disseminated to scholars and researchers from developing and developed countries alike, and represents a unique reference resource for the education research community in Bangladesh, Asia and all over the world. With Foreword from Professor Serajul Islam Choudhury.

Digital Forensics and Cyber Crime

Open Source Software

Financial Analysis for HR Managers

“Dear Evil Tester”

Model-Based Testing Essentials - Guide to the ISTQB Certified Model-Based Tester

Use Burp Suite and its features to inspect, detect, and exploit security vulnerabilities in your web applications

A Middleware Perspective

OpenStack Cloud Computing is not a tutorial on using OpenStack. It is an introduction to building a cloud based on OpenStack technologies. OpenStack includes a large set of modular and extensible components with broad industry support. Enterprises and service providers alike can use these programs and services to improve the efficiency, agility, security, quality and usability of their data center operations. These benefits are not free. Someone will have the responsibility to evaluate, design and implement the technology. They will need to select the services they require, choose from the myriad configuration options and incorporate the necessary plugins. The architects must ensure that they not only cover the basic functions, such as compute, storage and networking, but also integrate them into the existing infrastructure and address key topics like administration, billing, confidentiality, availability and scalability. This book introduces the reader to some of the primary challenges and suggests how to address them in an environment based on OpenStack.

Learn how to quickly set up the test automation tool WebdriverIO, one of the major Node.js-based test frameworks. Software testing is here to stay, and an integral part of this is test automation. Dive into the amazing possibilities that WebDriverIO offers to automate browser interactions for a user of any web application. You will learn to automate a vast range of actions that a user takes to interact with the browser. From a simple click to more complex user actions such as frame switches, selecting from drop-downs, and file downloads using WebDriverIO APIs. You will also learn about assertions, timeouts, waits, parallel testing frameworks, and the general pros and cons of WebDriverIO. With over 150 working code samples demonstrating various test scenarios that you require in your day-to-day automation testing, this book is your practical handbook to WebDriverIO. What You’ll Learn Set up and install WebdriverIO efficiently Run parallel execution using WebDriverIO Review the pros, cons and challenges you may face with WebdriverIO Ensure optimum usage and avoid common mistakes Who This Book Is For This book is ideal for test engineers who have a basic understanding of test automation with Selenium, developers who want to implement this testing tool for internal testing, Test Managers/IT Project Managers who want to get some general understanding of this tool and its advantage, and students who want to pursue career in test automation.

Volume 32 of Research in Personnel and Human Resources Management (RPHRM) contains seven papers on important issues in the field of human resources management. The subject matter in this volume covers myriad areas: compensation, performance evaluation, reputation, employee furloughs, and research methodology.

This book is a simple tutorial guide with practical issues and their solutions, aimed at enabling readers to implement the various features of the SAP HCM module. If you are familiar with ERP products, and would like to leverage knowledge and fine-tune your configuration skills, then this book is for you. This book is aimed at readers who want to learn about SAP HCM and its most popular functionalities.

Open Source Systems: Long-Term Sustainability

Managing Human Resources

SAP HCM - A Complete Tutorial

Openstack Cloud Computing

Applying Advanced Analytics to HR Management Decisions

The Power of People

Advanced Selenium Web Accessibility Testing

Test, fuzz, and break web applications and services using Burp Suite’s powerful capabilities
Key Features
Master the skills to perform various types of security tests on your web applications
Get hands-on experience working with components like scanner, proxy, intruder and much more
Discover the best-way to penetrate and test web applications
Book Description
Burp suite is a set of graphic tools focused towards penetration testing of web applications. Burp suite is widely used for web penetration testing by many security professionals for performing different web-level security tasks. The book starts by setting up the environment to begin an application penetration test. You will be able to configure the client and apply target whitelisting. You will also learn to setup and configure Android and IOS devices to work with Burp Suite. The book will explain how various features of Burp Suite can be used to detect various vulnerabilities as part of an application penetration test. Once detection is completed and the vulnerability is confirmed, you will be able to exploit a detected vulnerability using Burp Suite. The book will also covers advanced concepts like writing extensions and macros for Burp suite. Finally, you will discover various steps that are taken to identify the target, discover weaknesses in the authentication mechanism, and finally break the authentication implementation to gain access to the administrative console of the application. By the end of this book, you will be able to effectively perform end-to-end penetration testing with Burp Suite. What you will learn Set up Burp Suite and its configurations for an application penetration test Proxy application traffic from browsers and mobile devices to the server Discover and identify application security issues in various scenarios Exploit discovered vulnerabilities to execute commands Exploit discovered vulnerabilities to gain access to data in various datastores Write your own Burp Suite plugin and explore the Infiltrator module Write macros to automate tasks in Burp Suite Who this book is for If you are interested in learning how to test web applications and the web part of mobile applications using Burp, then this is the book for you. It is specifically designed to meet your needs if you have basic experience in using Burp and are now aiming to become a professional Burp user.

This book comprehensively covers the ISO 9000-3 requirements. IT also provides a substantial portion of the body of knowledge required for the CSQE (Certified Software Quality Engineer) as outlined by the ASQ (American Quality Engineer) as outlined by the ASQ (American Society for Quality).

Open Source Software is a simple tutorial guide with practical issues and their solutions, aimed at enabling readers to implement the various features of the SAP HCM module. If you are familiar with ERP products, and would like to leverage knowledge and fine-tune your configuration skills, then this book is for you. This book is aimed at readers who want to learn about SAP HCM and its most popular functionalities. The organization of open source development projects often differs from proprietary ones in terms of their organizational structure, membership, leadership, contribution policies and quality control. Behind a successful OSS project is its community, ranging from core developers to passive users. The key defining element of open source software is its license, which must satisfy a list of important requirements. There are numerous open source licenses, and they mainly differ in how they treat derived software: some contain provisions that maintain its availability in open source form, while others allow more flexibility. The emergence of open source software is fueling the economy as a whole through its widespread adoption as a cheap alternative to pricey proprietary products and as a driver behind many successful e-business ventures. Open source is also directly affecting specific sectors: the software development industry through competition and new business opportunities; hardware development through lower cost and barriers of entry, consumer-led innovation and policy enforcement difficulties; academia through valuable opportunities for research and student involvement in real-world applications, as well as the availability of software tools and the provision of pioneering new courses. It can lead to new design, production, marketing, and business models, as well as ways to develop large complex software systems in an organic manner. Challenges lie ahead, and problems still need to be overcome, so the potential for future research on OSS is large. More important however is the ability of open source development models to democratize technology and innovation.

There’s a problem with school lunch in America. Big Food companies have largely replaced the nation’s school cooks by supplying cafeterias with cheap, precooked hamburger patties and chicken nuggets chock-full of industrial fillers. Yet it’s no secret that meals cooked from scratch with nutritious, locally sourced ingredients are better for children, workers, and the environment. So why not empower “lunch ladies” to do more than just unbox and reheat factory-made food? And why not organize together to make healthy, ethically sourced, free school lunches a reality for all children? The Labor of Lunch aims to spark a progressive movement that will transform food in American schools, and with it the lives of thousands of low-paid cafeteria workers and the millions of children they feed. By providing a feminist history of the US National School Lunch Program, Jennifer E. Gaddis recasts the humble school lunch as an important and often overlooked form of public care. Through vivid narration and moral heft, The Labor of Lunch offers a stirring call to action and a blueprint for school lunch reforms capable of delivering a healthier, more equitable, caring, and sustainable future.

CMMI Implementation Guide

Senior Professional in Human Resources

Engaging in Educational Research

Tools for Linking HR Strategy to Business Strategy

Human Resource Information Systems: Basics, Applications, and Future Directions

How to Be a Conscious Eater

Environmental Modeling Using Satellite Imaging and Dataset Re-processing

HR leaders and practitioners: master the financial analysis skills you need to become true strategic business partners, gain an equal seat at the table, and get boardroom and CFO buy-in for your initiatives! In this one-of-a-kind book, Dr. Steven Director covers everything mid-to-senior-level HR professionals need to formulate, model, and evaluate their HR initiatives from a financial perspective. Drawing on his unsurpassed expertise working with HR executives, he walks through each crucial financial issue associated with strategic talent management, including quantifiable links between workforces and business value, cost-benefit analyses of HR and strategic financial initiatives, and specific issues related to total rewards programs, including stock, stock options, and pension costs. Unlike other books for non-financial managers, Financial Analysis for HR Managers focuses entirely on core HR issues. Director helps you answer questions such as: How do you model HR’s financial role in corporate strategic initiatives such as the introduction of a new product line? How do you select bonus drivers to send the right signals to managers (and uncover suboptimal hidden signals you might be sending now)? How do you design compensation packages that are fully consistent with your goals? How do you identify and manage pension-finance costs and risks that can dramatically impact the long-term financial health of the business? HR leaders and aspiring leaders are under unprecedented pressure to provide credible, quantitative answers to questions like these. This is the one and only book that will help them do so.

Start with the basics of bug hunting and learn more about implementing an offensive approach by finding vulnerabilities in web applications. Getting an introduction to Kali Linux, you will take a close look at the types of tools available to you and move on to set up your virtual lab. You will then discover how request forgery injection works on web pages and applications in a mission-critical setting. Moving on to the most challenging task for any web application, you will take a look at how cross-site scripting works and find out about heuristic ways to exploit it. You will then learn about header injection and URL redirection along with key tips to find vulnerabilities in them. Keeping in mind how attackers can deface your website, you will work with malicious files and automate your approach to defend against these attacks. Moving on to Sender Policy Framework (SPF), you will see tips to find vulnerabilities in it and exploit them. Following this, you will get to know low unintended XML injection and command injection work to keep attackers at bay. Finally, you will examine different attack vectors used to exploit HTML and SQL injection. Overall, Bug Bounty Hunting for Web Security will help you become a better penetration tester and at the same time learn how to use bounty by hunting bugs in web applications. What You Will Learn Implement an offensive approach to bug hunting Create and manage request forgery on web pages Poison Sender Policy Framework and exploit it Defend against cross-site scripting (XSS) attacks Inject headers and test URL redirection Work with malicious files and command injection Resist strongly unintended XML attacks Who This Book Is For White-hat hacking enthusiasts who are new to bug hunting and are interested in understanding the core concepts. This book introduces numerical methods for processing datasets which may be of any form, illustrating adequately computational resolution of environmental alongside the use of open source libraries. This book solves the challenges of misrepresentation of datasets that are relevant directly or indirectly to the research. It illustrates new ways of screening datasets or images for maximum utilization. The adoption of various numerical methods in dataset treatment would certainly create a new scientific approach. The book enlightens researchers on how to analyse measurements to ensure 100% utilization. It introduces new ways of data treatment that are based on a sound mathematical and computational approach.

The seven-volume set of LNCS 11301–11307 constitutes the proceedings of the 25th International Conference on Neural Information Processing, ICONIP 2018, held in Siem Reap, Cambodia, in December 2018. The 401 full papers presented were carefully reviewed and selected from 575 submissions. The papers address the emerging topics of theoretical research, empirical studies, and applications of neural information processing techniques across different domains. The 6th volume, LNCS 11306, is organized in topical sections on time-series analysis; social systems; and image and signal processing.

A Survey from 10,000 Feet

10th International EAI Conference, ICDF2C 2018, New Orleans, LA, USA, September 10–12, 2018, Proceedings

Making Food Choices That Are Good for You, Others, and the Planet

Software Automation Testing Secrets Revealed

Neural Information Processing

Bug Bounty Hunting for Web Security

The Brave New World of eHR

Learn PHP, the programming language used to build sites like Facebook, Wikipedia and WordPress, then discover how these sites store information in a database (MySQL) and use the database to create the web pages. This full-color book is packed with inspiring code examples, infographics and photography that not only teach you the PHP language and how to work with databases, but also show you how to build new applications from scratch. It demonstrates practical techniques that you will recognize from popular sites where visitors can: Register as a member and log in Create articles, posts and profiles that are saved in a database Upload their own images and files Automatically receive email notifications Like and comment on posts To show you how to apply the skills you learn, you will build a complete content management system, enhanced with features that are commonly seen on social networks. Written by best-selling HTML & CSS and JavaScript & jQuery author Jon Duckett, this book uses a unique visual approach, with step-by-step instructions, practical code examples and pro tips that will teach you how to build modern database-driven websites using PHP.

This book explains the steps necessary to write manual accessibility tests and convert them into automated selenium-based accessibility tests to run part of regression test packs. If you are searching a topic on Google or buying a product online, web accessibility is a basic need. If a web page is easier to access when using a mouse and complex to navigate with keyboard, this is extremely difficult for users with disabilities. Web Accessibility Testing is a most important testing practice for customers facing web applications. This book explains the steps necessary to write manual accessibility tests and convert them into automated selenium-based accessibility tests to run part of regression test packs. WCAG and Section 508 guidelines are considered across the book while explaining the test design steps. Software testers with accessibility testing knowledge are in high demand at large organizations since the need to do manual and automated accessibility testing is growing rapidly. This book illustrates the types of accessibility testing with test cases and code examples.

Although construction is one of the most labour-intensive industries, people management issues are given inadequate attention. Furthermore, the focus of attention with regards to HR has been on the strategic aspects of HRM function - yet most problems and operational issues arise on projects. To help redress these problems, this book takes a broad view of HRM, examining the strategic and operational aspects of managing people within the construction sector. The book is aimed at project managers and students of project management who, until now, have been handed the responsibility for human resource management without adequate knowledge or training. The issues addressed in this book are internationally relevant, and are of fundamental concern to both students and practitioners involved in the management of construction projects. The text draws on the authors’ experience of working with a range of large construction companies in improving their HRM operational activities at both strategic and operational levels, and is well illustrated with case studies of projects and organizations.

A radically practical guide to making food choices that are are good for you, others, and the planet. Is organic really worth it? Are eggs ok to eat? If so, which ones are best for you, and for the chicken—Cage-Free, Free-Range, Pasture-Raised? What about farmed salmon, soy milk, sugar, gluten, fermented foods, coconut oil, almonds? Thumbs-up, thumbs-down, or somewhere in between? Using three criteria—Is it good for me? Is it good for others? Is it good for the planet?—Sophie Egan helps us navigate the bewildering world of food so that we can all become conscious eaters. To eat consciously is not about diets, fads, or hard-and-fast rules. It’s about having straightforward, accurate information to make smart, thoughtful choices amid the chaos of conflicting news and marketing hype. An expert on food’s impact on human and environmental health, Egan organizes the book into four categories—stuff that comes from the ground, stuff that comes from animals, stuff that comes from factories, and stuff that’s made in restaurant kitchens. This practical guide offers bottom-line answers to your most top-of-mind questions about what to eat. “The clearest, most useful food book I own.”—A. J. Jacobs, New York Times bestselling author

Foundation Level

Software Quality Assurance

Testing Cloud Services

The Labor of Lunch

Human Resource Management in Construction Projects

The 75 Greatest Management Decisions Ever Made

Human Resource Information Systems

This book constitutes the refereed proceedings of the 9th International Conference on Digital Forensics and Cyber Crime, ICDF2C 2017, held in Prague, Czech Republic, in October 2017. The 18 full papers were selected from 50 submissions and are grouped in topical sections on malware and botnet, deanonymization, digital forensics tools, cybercrime investigation and digital forensics triage, digital forensics tools testing and validation, hacking

Human Resource Information Systems (HRIS) have become a crucial focus for management professionals. This cross-disciplinary book provides a thorough introduction to the field of HRIS, which combines two major management fields that impact the competitive advantage of companies—human resources and information systems.

The Brave New World of eHR is an important resource, filledwith the most current information and practical advice on eHR forhuman resource professionals and industrial and organizationalpsychologists. Written by an expert group of scholars,practitioners, and subject matter experts, this book offers anoverview of the major technological trends in eHR, and shows how touse technology to enhance organizational effectiveness. Comprehensive in scope, the book includes information on a widevariety of topics and Reviews the transformation of human resources from manualprocesses to sophisticated CRM and ERP systems Examines the effectiveness of online strategies for attractingtalent Offers valuable guidelines that can help organizations design,deliver, implement, and sustain e-selection systems Includes a review of the recent research on the effectivenessof distance learning in educational and organizationalsettings Analyzes the potential advantages and disadvantages of usingeHR to manage employee performance Shows how technology supports the administration ofcompensation systems Outlines recent trends in delivering HR products andservices Considers the functional and dysfunctional consequences ofusing eHR to attract, select, and manage the performance of employees in organizations Presents a fascinating and futuristic look at HR and technologyfor decades to come

Human Resource Information Systems: Basics, Applications, and Future Directions is a one-of-a-kind book that provides a thorough introduction to the field of Human Resource Information Systems (HRIS) and shows how organizations today can leverage HRIS to make better people decisions and manage talent more effectively. Unlike other texts that overwhelm students with technical information and jargon, this revised Fourth Edition offers a balanced approach in dealing with HR issues and IT/IS issues by drawing from experts in both areas. It includes the latest research and developments in the areas of information security, privacy, cloud computing, social media, and HR analytics. Numerous examples, best practices, discussion questions, and case studies, make this book the most student-friendly and current text on the market.

From Theory to Implementation

How to Test SaaS, PaaS & IaaS

Learn to Automate Effectively Using WebDriverIO APIs

Why We Need Real Food and Real Jobs in American Public Schools

The Internet of Things in the Cloud

Human Resources in the Digital Age

2013 IEEE 5th International Conference on Cloud Computing Technology and Science

This book constitutes the refereed proceedings of the 8th International IFIP WG 2.13 Conference on Open Source Systems, OSS 2012, held in Hammamet, Tunisia, in September 2012. The 15 revised full papers presented together with 17 lightning talks, 2 tool demonstration papers, 6 short industry papers, 5 posters and 2 workshop papers were carefully reviewed and selected from 63 submissions. The papers are organized in topical sections on collaboration and forks in OSS projects, community issues, open education and peer-production models, integration and architecture, business ecosystems, adoption and evolution of OSS, OSS quality, OSS in different domains, product development, and industrial experiences.

This volume constitutes the proceedings of the 12th International Conference on Cloud Computing, CLOUD 2019, held as part of the Services Conference Federation, SCF 2019, in San Diego, CA, USA, in June 2019. The 24 full papers were carefully reviewed and selected from 53 submissions. CLOUD has been a prime international forum for both researchers and industry practitioners to exchange the latest fundamental advances in the state of the art and practice of cloud computing, to identify emerging research topics, and to define the future of cloud computing. All topics regarding cloud computing align with the theme of CLOUD.

Although the Internet of Things (IoT) is a vast and dynamic territory that is evolving rapidly, there has been a need for a book that offers a holistic view of the technologies and applications of the entire IoT spectrum. Filling this void, The Internet of Things in the Cloud: A Middleware Perspective provides a comprehensive introduction to the IoT and its development worldwide. It gives you a panoramic view of the IoT landscape—focusing on the overall technological architecture and design of a tentatively unified IoT framework underpinned by Cloud computing from a middleware perspective. Organized into three sections, it: Describes the many facets of Internet of Things—including the four pillars of IoT and the three layer value chain of IoT Focuses on middleware, the glue and building blocks of a holistic IoT system on every layer of the architecture Explores Cloud computing and IoT as well as their synergy based on the common background of distributed processing The book is based on the author’s two previous bestselling books (in Chinese) on IoT and Cloud computing and more than two decades of hands-on software/middleware programming and architecting experience at organizations such as the Oak Ridge National Laboratory, IBM, BEA Systems, and Silicon Valley startup Doubletivist. Tapping into this wealth of knowledge, the book categorizes the many facets of the IoT and proposes a number of paradigms and classifications about Internet of Things’ mass and niche markets and technologies.

This book constitutes the refereed proceedings of the 10th International Conference on Digital Forensics and Cyber Crime, ICDF2C 2018, held in New Orleans, LA, USA, in September 2018. The 11 reviewed full papers and 1 short paper were selected from 33 submissions and are grouped in topical sections on carving and data hiding, android, forensic readiness, hard drives and digital forensics, artefact correlation.

Methods for Selection, Developing Incentives, and Improving Collaboration

How Successful Organizations Use Workforce Analytics To Improve Business Performance

Strategic and Operational Approaches

Introduction to Environmental Data Analysis and Modeling

9th International Conference, ICDF2C 2017, Prague, Czech Republic, October 9–11, 2017, Proceedings

Find and Exploit Vulnerabilities in Web sites and Applications

8th IFIP WG 2.13 International Conference, OSS 2012, Hammamet, Tunisia, September 10–13, 2012, Proceedings

Provides a practical and comprehensive introduction to the key aspects of model-based testing as taught in the ISTQB® Model-Based Tester–Foundation Level Certification Syllabus This book covers the essentials of Model-Based Testing (MBT) needed to pass the ISTQB® Foundation Level Model-Based Tester Certification. The text begins with an introduction to MBT, covering both the benefits and the limitations of MBT. The authors review the various approaches to model-based testing, explaining the fundamental processes in MBT, the different modeling languages used, common good modeling practices, and the typical mistakes and pitfalls. The book explains the specifics of MBT test implementation, the dependencies on modeling and test generation activities, and the steps required

to automate the generated test cases. The text discusses the introduction of MBT in a company, presenting metrics to measure success and good practices to apply. Provides case studies illustrating different approaches to Model-Based Testing Includes in-text exercises to encourage readers to practice modeling and test generation activities Contains appendices with solutions to the in-text exercises, a short quiz to test readers, along with additional information Model-Based Testing Essentials – Guide to the ISTQB® Certified Model-Based Tester – Foundation Level is written primarily for participants of the ISTQB® Certification: software engineers, test engineers, software developers, and anybody else involved in software quality assurance. This book can also be used for anyone who wants a deeper understanding of software testing and of the use of models for test generation. Anne Kramer, PhD, is Senior Consultant and Project Manager at sepp.med gmbh, a German IT service provider specializing in quality assurance. Dr. Kramer has actively participated in the elaboration of the new ISTQB® Certified Test Model-Based Testing Syllabus. Dr. Kramer teaches model-based testing as part of the sepp.med training portfolio. Bruno Legeard is Professor of Software Engineering at the University of Franche-Comté, co-founder and Scientific Advisor of Smartesting. Prof. Legeard is an ISTQB Certified Tester, member of the French Testing Board (CFTL) and he co-leads at ISTQB–International Software Testing Qualification Board–the writer of the new Certified Tester Model-Based Testing syllabus. He is a member of several program committees in software testing each year and an author of numerous publications in the field. In 2015, he is Program Chair of UCAAT–User Conference on Advanced Automated Testing.

The 75 Greatest Management Decisions Ever Made is a pithy compendium that celebrates pinnacles of decision-making that have shaped management through the ages – and left their indelible impressions on business and society.

Learn from Today’s Most Successful Workforce Analytics Leaders Transforming the immense potential of workforce analytics into reality isn’t easy. Pioneering practitioners have learned crucial lessons that can help you succeed. The Power of People shares their journeys—and their indispensable insights. Drawing on incisive case studies and vignettes, three experts help you bring purpose and clarity to any workforce analytics project, with robust research design and analysis to get reliable insights. They reveal where to start, where to find stakeholder support, and how to earn “quick wins” to build upon. You’ll learn how to sustain success through best-practice data management, technology usage, partnering, and skill building. Finally, you’ll discover how to earn even more value by establishing an analytical mindset throughout HR, and building two key skills: storytelling and visualization. The Power of People will be invaluable to HR executives establishing or leading analytics functions; HR professionals planning analytics projects; and any business executive who wants more value from HR.

Provides a practical and comprehensive introduction to the key aspects of model-based testing as taught in the ISTQB® Model-Based Tester–Foundation Level Certification Syllabus This book covers the essentials of Model-Based Testing (MBT) needed to pass the ISTQB® Foundation Level Model-Based Tester Certification. The text begins with an introduction to MBT, covering both the benefits and the limitations of MBT. The authors review the various approaches to model-based testing, explaining the fundamental processes in MBT, the different modeling languages used, common good modeling practices, and the typical mistakes and pitfalls. The book explains the specifics of MBT test implementation, the dependencies on modeling and test generation activities, and the steps required to automate the generated test cases. The text discusses the introduction of MBT in a company, presenting metrics to measure success and good practices to apply. Provides case studies illustrating different approaches to Model-Based Testing Includes in-text exercises to encourage readers to practice modeling and test generation activities Contains appendices with solutions to the in-text exercises, a short quiz to test readers, along with additional information Model-Based Testing Essentials – Guide to the ISTQB® Certified Model-Based Tester – Foundation Level is written primarily for participants of the ISTQB® Certification: software engineers, test engineers, software developers, and anybody else involved in software quality assurance. This book can also be used for anyone who wants a deeper understanding of software testing and of the use of models for test generation.

HRM in Europe

Revisiting Policy and Practice in Bangladesh

SPHR Exam Prep

Hands-On Application Penetration Testing with Burp Suite

Research in Personnel and Human Resources Management

Web-Based Human Resources

Basics, Applications, and Future Directions

The increasing number of cross-border alliances and mergers both within Europe and between Europe and other parts of the world have made it imperative for students of management to have a thorough understanding of the European context for human resource management (HRM). This book enables managers and students to become “fluent” in the many various environments, approaches and practices that exist across Europe for managing human resources. The text employs comprehensive comparable representative data collected longitudinally during the last decade and it also draws directly on the expertise of leading HRM scholars. Entirely fresh analyses of HRM in Europe, based on new and hitherto unpublished data are presented and this analysis is critically important for students, researchers and also for practitioners. The book is divided into three parts: concepts and theoretical issues, trends in relation to these issues and comparisons between individual countries, and summaries and conclusions on the issue of convergence and divergence.