Organizational Behavior Kinicki 5th Edition

This textbook covers the fundamentals of organizational development and change (ODC) theory while offering a comprehensive, structured, and systematic approach to guide change management strategies at the organization level. It provides an in-depth understanding of and the tools necessary for designing, diagnosing, implementing and evaluating organizational change interventions. Students will be exposed to case studies in ODC from selected international and Caribbean/Latin American organizations, demonstrating ODC in practice across a broad geographical context. This textbook, the first to offer a macro-level perspective of ODC, provides students with the tools needed to be successful in implementing change into today's organizations.

In its tradition of being an up-to-date, relevant and user-driven textbook, Kreitner and Kinicki' however, the process should be interesting and sometimes even fun. The authors' commitment to continuous improvement makes complex ideas understandable through clear and concise explanations, contemporary examples, a visually appealing photo/art program, and/or learning exercises. The authors respond to user feedback by ensuring the text covers the very latest OB research and practices. Key topics, such as diversity in organisations, ethics, and globalisation, are recommended by the Association to Advance Collegiate Schools of Business (AACSB) and the Association

of Collegiate Business Schools and Programs (ACBSP). Wolf branding book cover: Wolves remain a central theme for Kreitner and Kinicki because they view wolves as an instructive and inspiring metaphor for modern Organizational Behavior. Wolves are dedicated team players, great communicators, and adaptable. These are quintessential attributes for success in today's workplace.

Performance appraisals are used in the overwhelming majority of workplaces. Yet, most organizations that use appraisal-and a similar percentage of givers and receivers of appraisal-are dissatisfied with the process. Many are beginning to deeply question whether appraisal is necessary and consistent with the work culture espoused by progressive organizations. Abolishing Performance Appraisals provides an insightful, well documented look at the flaws of appraisal-including its destructive, unintended effects-and offers practical guidance to organizations that want to move on to more progressive approaches to coaching, feedback, development, and compensation. While many books prescribe cures for appraisal, this is the first to focus exclusively on eliminating appraisal altogether and creating alternative, non-appraisal approaches based upon progressive and healthier assumptions about people. The authors expose and dispel the widely accepted myths and false assumptions that underlie common management strategies surrounding the five key functions of appraisal-coaching, feedback, development, compensation, and legal documentation. They then offer step-by-step practical guidance on implementing alternative non-appraisal strategies that

deliver the objectives of each function. And they suggest ways to give supervisors and managers the freedom to choose for themselves the most effective ways of working with people. Filled with real-life examples, resources, tools, and detailed practical advice, Abolishing Performance Appraisals is an entirely fresh and radically different view of performance appraisal and its functions that will help people start over and discover new and more effective approaches.

The authors separate the five discrete functions of appraisal: coaching, feedback, compensation, employee development, and legal documentation and clarify the objectives of each. They examine the atrocious track record of appraisals.

This book provides a comprehensive overview of organizational diversity management, intended to help readers implement effective strategies and maximize the value of organizational diversity. Written by experts from a range of disciplines, it presents cutting-edge research and best practices in this field. Further, it addresses the challenges that organizations face in order to successfully manage organizational diversity and presents the application of theoretical concepts. Individual chapters explore topics including workforce diversity, knowledge management, innovation and change, and decision-making. Providing an invaluable resource for students and researchers in the fields of human resource management, industrial engineering and international business, the book will also benefit human resource managers, engineers and economists.

"This book offers perspectives on international information management with particular emphasis on the strategies for the implementation and application of information technology in developed and developing countries"--Provided by publisher.

Advances in Mergers and Acquisitions stands out from the competition due to its focus on three key characteristics: studies from scholars in different countries, with different research questions, relying on different theoretical perspectives. Such a broad and inclusive approach to mergers and acquisitions is not easily replicated in academic journals, with much narrower mandates and metrics. The chapters published in this volume provide cutting edge ideas by leading scholars, and help to inform mergers and acquisitions research around the world.

Indispensable for managers and management students, this handbook illustrates how to effectively manage people and offers practical insight in human resource departments. Discussions concerning South African labor legislation, human resource planning, motivating and retaining staff, and managing labor relations in the workplace are included in this useful guide.

This book is designed to help educational administrators in developing essential skills and competencies for leading and managing educational institutions. Text covers three inter-related parts: history and foundations, structures and processes, leadership and management. Each part contains comprehensive chapters with discussions on theoretical concepts and best practices in approaching leadership and managerial

issues in educational contexts including clear learning objective and a focus for each chapter.

Organizational Behavior and Change, 2e provides the reader with a contemporary, real-time, and conceptual approach to understanding organizational change through a concise presentation of current organizational behavior and models. The theme of planned change is integrated with classical organizational behavior topics throughout the text. A major premise of the book is that organizations and individuals must understand and use consultative perspectives on change in order to meet their goals.

Shared Leadership: Reframing the Hows and Whys of Leadership brings together the foremost thinkers on the subject and is the first book of its kind to address the conceptual, methodological, and practical issues for shared leadership. Its aim is to advance understanding along many dimensions of the shared leadership phenomenon: its dynamics, moderators, appropriate settings, facilitating factors, contingencies, measurement, practice implications, and directions for the future. The volume provides a realistic and practical discussion of the benefits, as well as the risks and problems, associated with shared leadership. It will serve as an indispensable guide for researchers and practicing managers in identifying where and when shared leadership may be appropriate for organizations and teams.

Hosted by the Economic and Business Faculty of UPN "Veteran" East Java, International Conference on Economics, Business, and Government Challenges

(ICEBGC) provide as a creative event for academicians and practitioners whose interest Economic, Business and Government studies to get interconnected with other academicians and other fields of study. It is also intended to be an annual event for scholars from various backgrounds to connect and initiate collaborative and interdisciplinary studies. The papers presented at the ICEBGC provide research findings and recommendations that are both directly and indirectly beneficial for society needs, especially policy makers and practitioners in the Economics topic. The 2ndICEBGC 2019 was held in heroes city called Surabaya, Indonesia, bringing up a theme of "Management and Shifting Era" as a response to the modern and dynamics of Management in this shifting era. This theme aims at looking more closely on how the relations between Economic, Management, Business and Government in this region and that of the global world is, especially on the shifting discourses from Management as a social fact to the newly emerging Economic and Government digital landscape. It is indeed an emerging situation and a robust area for research. Some compelling sub-themes were offered and participated by a great number of presenters and participants including, among others are: Cultural Transformation, Literature Review a women's equality in E-Commerce, Human Development Index, Assessing Financial Performance, Budgeting Analysis Model, Green Accounting, Self-Management and Nationalism. They share their insights, study results, or literature studies on those topics in a very dynamic discussion.

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With a focus on a broad spectrum of topics--race, ethnicity, gender, disability, and sexual orientation at the federal, tribal, state, and local levels--this book equips readers to better understand the complex, real-world challenges public administrators confront in serving an increasingly diverse society. The book's main themes include: What is cultural competency and why is it important? Building culturally competent public agencies; Culturally competent public policy; Building culturally competent public servants; How do agencies assess their cultural competency and what is enough? PA scholars will appreciate the attention given to the role of cultural competency in program accreditation, and to educational approaches to deliver essential instruction on this important topic. Practitioners will value the array of examples that reflect many of the common trade offs public administrators face when trying to deliver comprehensive programs and services within a context of fiscal realities.

The tourism industry, of which the hospitality industry is the core element, is one of the largest and the fastest growing industries world-wide. According to World Tourism Organisation forecasts, the industry will continue to grow and employ more people in the twenty-first century. In parallel with the growth of the tourism and hospitality industry world-wide, consumer expectations and demands for quality are rising while consumer tastes are varying on the one hand, and

competition among the firms, both nationally and internationally, is intensifying on the other. In this business environment of heightened consumer expectations, distinct market segments that demand unique products and services, and stiff competition, tourism and hospitality organisations are looking for ways to excel in service quality, customer satisfaction, competition and performance. This book takes the view that employees are one of the most, if not the most, important resources or assets for tourism and hospitality organisations in their endeavour to provide excellent service, meet and exceed consumer expectations, achieve competitive advantage and exceptional organisational performance. The purpose of this book is to emphasise the critical role of employees for tourism and hospitality organisations and to examine the ways and means of managing their attitudes and behaviours for the mutual benefit of both parties: tourism and hospitality organisations and their employees.

This volume contains a further selection of the best papers presented at the Seventh Emonet conference (Montreal, Canada, August 2010), following on from Volume 7 and is augmented with invited chapters by leading scholars in the field. It focuses on the experience, dynamics and regulation of emotion and the emotionally intelligent organization.

We are delighted to introduce the proceedings of The International Conference

on Environment and Technology of Law, Business and Education on Post Covid 19 – 2020 (ICETLAWBE 2020). This conference is organized by Faculty of Law Universitas Lampung, Coorporation With Universiti Teknologi MARA Cawangan Pulau Pinang Malaysia, STEBI Lampung Indonesia, Asia e University Malaysia, Rostov State University Russia, University of Diponegoro Indonesia, IAIN Palu Indonesia, Universitas Dian Nusantara Jakarta Indonesia, Universitas Islam Indonesia Yogyakarta Indonesia, Universitas Trunojoyo Madura Indonesia, STEBIS IGM Palembang Indonesia, Universitas Katolik Parahyangan Bandung Indonesia, Universitas Jenderal Achmad Yani (UNJANI) Bandung Indonesia, Akademi Farmasi Yannas Husada, Bangkalan Indonesia and Universitas Saburai Lampung Indonesia. This conference has brought researchers, developers and practitioners around the world who are leveraging and developing technology and Environmental in Business, Law, Education and Technology and ICT. The technical program of ICETLAWBE 2020 consisted of 133 full papers. The conference tracks were: Track 1 - Law; Track 2 – Technology and ICT; Track 3 - Business; and Track 4 - Education.

Dr. Fleming's new book -- drawing from an array of business and administrative disciplines -- provides a solid conceptual foundation for understanding, meeting, and exceeding the expectations of organizational stakeholders and preparing for

professional, personal, and organizational success in fire administration. The book addresses the various course objectives and learning outcomes for both the Introduction to Fire and Emergency Services Administration course within the FESHE Associate's Model Curriculum and the corresponding bachelor's course, Fire and Emergency Services Administration. Effective Fire & Emergency Services Administration will be an invaluable resource for students (both undergraduate and graduate), and current fire and emergency services personnel of all ranks who are preparing for career advancement, including promotional examinations. It also will serve as a very useful reference for current fire and emergency service operational and administrative officers.

In addition to facilitating active learning, Organizational Behavior: Key Concepts, Skills & Best Practices meets the needs of those instructors looking for a brief, paperback text for their OB course, who do not want to sacrifice content or pedagogy. This book provides lean and efficient coverage of topics such as diversity in organizations, ethics, and globalization, which are recommended by the Association to Advance Collegiate Schools of Business (AACSB) and the Association of Collegiate Business Schools and Programs (ACBSP). Timely chapter-opening vignettes, interactive exercises integrated into each chapter, practical boxes titled "Skills & Best Practices," four-color presentation, lively

writing style, captioned color photos, cartoons, and real-world in-text examples make Organizational Behavior: Key Concepts, Skills & Best Practices the right choice for today's business/management student. The topical flow of this 16-chapter text goes from micro (individuals) to macro (groups, teams, and organizations). Mixing and matching chapters and topics within chapters in various combinations is possible and encouraged to create optimum teaching/learning experiences. "Students relate to this textbook...they thank me for choosing this book; they say it's a book they will hold onto for future use!" Kathleen M Foldvary, Harper College

Leveraging Diversity: Strategic Learning Capabilities for Breakthrough Performance is designed to help business leaders and diversity practitioners alike conquer the complexity and take advantage of the opportunities associated with working productively with diversity. The book presents a clear direction for building the strategic learning capabilities needed to create and sustain adaptive organizations that effectively respond to today's competitive demands. It provides a practical guide that features a variety of proven learning practices for leveraging diversity with case examples and planning tools. The book is structured in four parts and each chapter addresses one of the three strategic learning capabilities: contextual awareness, conceptual clarity, and taking

informed action. Each chapter presents cutting edge practices in support of building the targeted learning capability. They contain case examples and sample tools to assist the reader as they internalize the practices and provide guidelines for applying the tools to their specific work situations. In the final part of the book, the reader is introduced to the three critical success factors necessary to support the successful execution of the strategic learning capabilities for leveraging diversity examined in this book. Whether the reader is new to diversity work or wishes to learn how to further leverage existing diversity initiatives with other strategically important business priorities, this book provides a comprehensive blueprint for navigating the complex and changing nature of situations involving diversity. * Integrates practical lessons from leading diversity experts * Places strategic learning at the core of leveraging diversity * Provides a comprehensive blueprint for navigating the complex and changing nature of situations involving diversity.

The Second Edition of the award-winning Pharmacy Management, Leadership, Marketing, and Finance has been updated to make this quality textbook an even more integral resource for your Pharmacy Management course. All previous chapters have been updated and multiple new chapters have been added including "Quality Improvement," "The Basics of Managing Risk," "Insurance

Fundamentals," "Integrating Pharmacoeconomic Principles and Pharmacy Management," and "Developing and Evaluating Clinical Pharmacy Services." Chapters continue to be written in a concise and reader-friendly style, facilitating a deeper level of understanding of essential leadership and management concepts. The updated content has been designed with the next generation of pharmacists in mind and to prepare them using an integration of knowledge, skills, attitudes, and values. This includes new in-text features, such as the Management Challenge found at the end of each chapter, and online self-assessment questions and answers. With an easy-to-read and colorful new layout, engaging pedagogical features, and online tools and resources for both students and instructors, this new edition has everything needed to provide a complete and enriched learning experience. Instructor Resources Lesson Plans PowerPoint Presetnations Sample Syllabus Answers to End of Chapter Questions Case Studies Test Bank Student Companion Website includes: Self-Assessment Questions Interactive Glossary Crossword Puzzles Flashcards Web Links to additional learning materials

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Technological and knowledge diffusion through innovative networks / Beatriz Helena Neto, Jano Moreira de Souza and Jonice de Oliveira -- Knowledge flow networks and communities of practice for knowledge management / Rajiv Khosla ... [et al.] -- A case study of knowledge sharing in Finnish Laurea lab as a knowledge intensive organization / Abel Usoro and

Grzegorz Majewski -- The role of "BriDGE" SE in knowledge sharing : a case study of software offshoring from Japan to Vietnam / Nguyen Thu Huong and Umemoto Katsuhiro -- Factors influencing knowledge sharing in immersive virtual worlds : an empirical study with a second life group / Grzegorz Majewski and Abel Usoro -- Re-establishing grassroots inventors in national innovation system in less innovative Asian countries / C. N. Wickramasinghe ... [et al.] -- Knowledge management & collaboration in steel industry : a case study / Chagari Sasikala -- Contingency between knowledge characteristics and knowledge transfer mechanism : an integrative framework / Ziye Li and Youmin Xi -- Emotionally intelligent knowledge sharing behavior model for constructing psychologically and emotionally fit research teams / R. Khosla ... [et al.] -- Fundamental for an IT-strategy toward managing viable knowledge-intensive research projects / Paul Pöltner and Thomas Grechenig -- A new framework of knowledge management based on the interaction between human capital and organizational capital / Zheng Fan, Shujing Cao and Fenghua Wang -- Knowledge management of healthcare by clinical-pathways / Tomoyoshi Yamazaki and Katsuhiro Umemoto -- Factors affecting knowledge management at a public health institute in Thailand / Vallerut Pobkeeree, Pathom Sawanpanyalert and Nirat Sirichotiratana -- The influence of knowledge management capabilities and knowledge management infrastructure on market-interrelationship performance : an empirical study on hospitals / Wen-Ting Li and Shin-Tuan Hung -- Functional dynamics in system of innovation : a general model of SI metaphoric from traditional Chinese medicine / Xi Sun, Xin Tian and Xingmai Deng -- Collaborative writing with a wiki in a primary five English classroom / Matsuko Woo ... [et al.] -- Cross-language knowledge sharing model based on ontologies and logical inference / Weisen Guo and Steven B. Kraines -- A study of

evaluating the value of social tags as indexing terms / Kwan Yi -- Leadership 2.0 and Web2.0 at ERM : a journey from knowledge management to "knowledging" / Cheuk Wai-yi Bonnie and Brenda Dervin -- Motivation, identity, and authoring of the wikipedian / Joseph C. Shih and C. K. Farn -- Intellectual capital and performance : an empirical study on the relationship between social capital and R&D performance in higher education / Mohd Iskandar Bin Illyas, Rose Alinda Alia and Leela Damodaran -- Managing knowledge in a volunteer-based community / John S. Huck, Rodney A. and Dinesh Rathi -- Knowledge management practices in a not for profit organizations : a case study of I2E / Matthew Broaddus and Suliman Hawamdeh -- Personal information management tools revisited / Yun-Ke Chang ... [et al.] -- Competencies sought by knowledge management employers : context analysis of online job advertisements / Shaheen Majid and Rianto Mulia -- Migration or integration : knowledge management in library and information science profession / Manir Abdullahi Kamba and Roslina Othman -- Evaluating intellectual assets in university libraries : a multi-site case study from Thailand / Sheila Corrall and Somsak Sriborisutsakul -- From for-profit organizations to non-profit organizations : the development of knowledge management in a public library / Kristen Holm, Kelly Kirkpatrick and Dinesh Rathi -- Network structure, structural equivalence and group performance : a simulation research on knowledge process / Hua Zhang and Youmin Xi -- Exploring the knowledge creating communities : an analysis of the linux kernel developer community / Haoxiang Xia, Shuangling Luo and Taketoshi Yoshida -- Systemic thinking in knowledge management / Yoshiteru Nakamori -- Study on the methods of identification and judgment for opinion leaders in public opinion / Liu Yijun ,Tang Xi Jin and Gu Jifa

The classic and authoritative reference in the field of computer security, now completely

updated and revised With the continued presence of large-scale computers; the proliferation of desktop, laptop, and handheld computers; and the vast international networks that interconnect them, the nature and extent of threats to computer security have grown enormously. Now in its fifth edition, Computer Security Handbook continues to provide authoritative guidance to identify and to eliminate these threats where possible, as well as to lessen any losses attributable to them. With seventy-seven chapters contributed by a panel of renowned industry professionals, the new edition has increased coverage in both breadth and depth of all ten domains of the Common Body of Knowledge defined by the International Information Systems Security Certification Consortium (ISC). Of the seventy-seven chapters in the fifth edition, twenty-five chapters are completely new, including: 1. Hardware Elements of Security 2. Fundamentals of Cryptography and Steganography 3. Mathematical models of information security 4. Insider threats 5. Social engineering and low-tech attacks 6. Spam, phishing, and Trojans: attacks meant to fool 7. Biometric authentication 8. VPNs and secure remote access 9. Securing Peer2Peer, IM, SMS, and collaboration tools 10. U.S. legal and regulatory security issues, such as GLBA and SOX Whether you are in charge of many computers or just one important one, there are immediate steps you can take to safeguard your computer system and its contents. Computer Security Handbook, Fifth Edition equips you to protect the information and networks that are vital to your organization.

The Second Edition provides an overview of current research, theory and practice in this expanding field. The editorial team and the authors come from diverse professional and geographical backgrounds, and provide an unprecedented coverage of topics relating to both culture and climate of modern organizations.

This edited volume expands on Morgan's organizational metaphors through the lens of faith to illuminate organizational function. Part I uses metaphor to illustrate dysfunctional organizations, including the impact of dysfunction upon organizational trust, performance, and longevity. Part II examines the progression from a dysfunctional organization to one that exhibits functionality. Finally, the last section discusses healthy organizations. Metaphors used in this book include Pygmalion organizations, organizational zombies, and organizations as vineyards. This book offers new metaphors that can be applied in organizational theory. For well over a century, manufacturing has dictated the developmental growth of management in business, mainly in achieving lower costs and higher quality. The strength of the economy, however, continues to move quickly toward the service sector, bringing with it a number of innovative management techniques tailored to customer service operations. MANAGING NONPROFIT ORGANIZATIONS This essential resource offers an overall understanding of nonprofits based on both the academic literature and practitioner experience. It shows how to lead, manage, govern, and structure effective and ethical nonprofit organizations. Managing Nonprofit Organizations reveals what it takes to be entrepreneurial and collaborative, formulate successful strategies, assess performance, manage change, acquire resources, be a responsible financial steward, and design and implement solid marketing and communication plans. "Managing Nonprofit Organizations is the only introductory text on this subject that manages to do three critical things equally well: It's comprehensive, covering all the key topics leaders of NPOs need to know about; it's practical, providing lots of examples, case incidents, and experiential exercises that connect the content to the real world; and, best of all (and most unique compared to others), it's research-based,

drawing on the latest and best empirical studies that look into what works and doesn't work in the world of nonprofit management." —Vic Murray, professor, School of Public Administration, University of Victoria "This book is a rarity—a text that can be used both as the focus for academic study and as a source of stimulating ideas for those practitioners who want to explore theories about management and how they can be applied so they can do a better job. Tschirhart and Bielefeld have explained all aspects of nonprofit management and leadership in a way that will stimulate as well as inform." —Richard Brewster, executive director, National Center on Nonprofit Enterprise, Virginia Tech University "Managing Nonprofit Organizations presents a comprehensive treatment of this important topic. The book satisfies the competencies and curriculum guidelines developed by NASPAA and by NACC and would be ideal for instruction. The book maintains its commitment to informing management and leadership throughout the nonprofit sector." —Jeffrey L. Brudney, Albert A. Levin Chair of Urban Studies and Public Service, Cleveland State University "This is an important book, written by two of the leading scholars in the nonprofit studies field. Nonprofit managers, board members, funders, educators, and others will find Managing Nonprofit Organizations extremely valuable." —Michael O' Neill, professor of nonprofit management, University of San Francisco "Here's the book that my students have been asking for—just the right mix of theory presentation, research findings, and practical suggestions to serve the thoughtful nonprofit management practitioner. It will inform, instruct, and ultimately, inspire." —Rikki Abzug, professor of management, Anisfield School of Business, Ramapo College
OB, Fifth Canadian Edition continues to build on the solid foundation of the previous edition. The mantra that has guided this edition is to create "a concise, up-to-date, practical, user-

friendly, interesting, and engaging introduction to the field of organization behaviour." The authors focus on key concepts, real-life applications, and best practices, while at the same time providing updated OB examples and theories that are the backbone of organizational behaviour. The Fifth edition is concise and flexible and has maintained the adaptability of the text to a traditional one semester term, summer and inter-sessions, management development seminars, MBA program and/or a distance learning program. Instructors are encouraged to mix and match chapters in various combinations to suit their course outline and to get the most out of the OB teaching/learning experience.

Presents an overview of the latest information on various topics in psychology, such as cognition, motivation, learning, memory, and abnormal psychology.

"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 Time-tested leadership and management strategies based on experiential learning activities are at the foundation of this text for undergraduate and graduate students in nursing and health care leadership or management courses. It is grounded in theories and concepts applied to the health care environment from business, organizational psychology, health care law, and educational administration fields. The text encompasses theories of effective communication, problem analysis, conflict resolution, and time management challenges. This new

edition includes three new chapters that cover current theories of creative leadership, working with diverse groups, and ethics for leaders and managers in health care, as well as new experiential learning activities throughout. These activities make theory application palpable and support the development of skills that students can use to motivate, educate, and lead those in health care to achieve the goals of a group, team, or organization. Included among the experiential learning activities are case studies, simulation, review questions, suggested assignments, and expected learning outcomes. The text will also be of value to nurse managers who wish to enhance their current leadership or managerial skills. Key Features: Provides strong direction for improving leadership and management skills in the health care environment Includes three new chapters on creative leadership, working with diverse groups, and ethics for healthcare leaders and managers Offers new learning activities throughout, including review questions and suggested assignments Features over 35 Experiential Exercises which invite the reader to experience new behaviors in a safe environment

This book offers research geared toward understanding culture and its influence on the success of global businesses. Divided into two parts that look at the leveraging culture cultural diversity from an organizational as well as national

perspective, the chapters investigate the effects of technology on culture, the role of leadership in corporate culture, and communicating and managing change across cultures. The book emphasizes that embracing cultural and subcultural differences alongside instilling organizational culture are the keys to successful modern business. With contributions from authors from academic as well as professional backgrounds, this book will serve as a valuable resource to researchers interested in cultural studies generally as well as those studying the importance of culture to managing modern organizations.

The manager's guide to developing exceptional change management skills.

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