















# Ebook free Herman aguinis performance management [PDF]

Performance Management Performance Management Performance Management (Fourth Edition) Performance Management For Dummies Performance Management Performance Management: Pearson New International Edition Applied Psychology in Talent Management Performance Management Systems Applied Psychology in Human Resource Management, Armstrong's Handbook of Performance Management Performance Appraisal and Management Performance Management Performance Management Systems Handbook on Performance Management in the Public Sector            (    ) Applied Psychology in Talent Management Performance Reviews and Coaching: The Performance Management Collection (5 Books) Research Methodology Improving Performance Appraisal at Work Green Organizations The Nonprofit Human Resource Management Handbook Handbook of Research on Strategic Business Infrastructure Development and Contemporary Issues in Finance Diploma in Human Resource Management Practice - City of London College of Economics - 12 months - 100% online / self-paced Human Resource Management The New Ideal Worker Promoting Inclusivity and Diversity Through Internet of Things in Organizational Settings Performance Management Executive MBA in IT - City of London College of Economics - 12 months - 100% online / self-paced Graduate Medical Education in Psychiatry Research Methodology IT Consultant Diploma - City of London College of Economics - 12 months - 100% online / self-paced HR Expert Diploma

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Enhancing Employee Engagement Work in the 21st Century Work

in the 21st Century Human Resource Management Psychology and

Work Today Managing Team Centricity in Modern Organizations

Applied Psychology in Human Resource Management: Pearson New

International Edition PDF eBook

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**Performance Management** 2009 this is the first text to emphasize that the key competitive advantage in today's globalized world lies not in technology and products but in its people the author examines the design and implementation of successful management systems for courses in performance appraisal compensation management training and development

Performance Management 2007 implement best in class performance management systems performance management for dummies is the definitive guide to infuse performance management with your organization's strategic goals and priorities it provides the nuts and bolts of how to define and measure performance in terms of what employees do i.e. behaviors and the outcome of what they do i.e. results both for individual employees as well as teams inside you'll find a new multi-step cyclical process to help you keep track of your employees work identify where they need to improve and how and ensure they're growing with the organization and helping the organization succeed plus it'll show managers to customize how to use performance management not just as an evaluation tool but just as importantly to help employees grow and improve on an ongoing basis so they are capable and motivated to support the organization's strategic objectives understand if your performance management system is working make fixes where needed get performance evaluation forms interview protocols and scripts for feedback meetings grasp why people make some businesses more successful than others make performance management a useful rather than painful management tool get ready to define performance measure it help employees improve it and align employee performance with the strategic goals and priorities of your organization

**Performance Management (Fourth Edition)** 2020 there has been a

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shift in hr from performance appraisal to performance management a new volume in the siop professional practice series this book contains a broad range of performance management topics offers recommendations grounded in research and many examples from a variety of organizations in addition to offering state of the art descriptions of performance management needs and solutions this book provides empirical bases for recommendations demonstrates how performance management tracks and helps promote organizational change and exams critical issues this book makes an ideal resource for i o psychologists hr professionals and consultants in this comprehensive and timely volume smither and london assemble an exceptional collection of chapters on topics spanning the entire performance management process written by leading researchers and practitioners in the field these chapters draw on years of research and offer a blueprint for implementing effective performance management systems in organizations this volume is a must read for all those interested in performance management john w fleenor ph d research director center for creative leadership

Performance Management For Dummies 2019-05-29 for courses in performance appraisal compensation management and training and development discover where the real success in business can be found what makes some businesses more successful than others the answer people organizations with motivated talented employees that offer outstanding customer service are more likely to pull ahead of the competition performance management is the first text to emphasize this key competitive advantage showing students that success in today s globalized business world can be found not in technology and products but in an organization s people the third edition includes updated and current information and features over forty new cases

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**Performance Management** 2009-08-31 in applied psychology in talent management world renowned authors wayne f cascio and herman aguinis provide the most comprehensive future oriented overview of psychological theories and how they impact people decisions in today s ever changing workplace taking a rigorous evidence based approach the new eighth edition includes more than 1 000 new citations from over 20 top tier journal articles the authors uniquely emphasize the latest developments in the field all in the context of historical perspectives integrated coverage of technology strategy globalization and social responsibility throughout the text provides students with a holistic view of the field and equips them with the practical tools necessary to create productive enjoyable work environments

**Performance Management: Pearson New International Edition**

2013-08-29 an experiential and skills building approach exploring the realities and complexities of performance management and encouraging a reflective adaptable outlook and equipping readers to conduct performance management in the future the book presents the theoretical underpinnings and the practical applications of key topics in detail with practical concepts or skills highlighted in terms of how they fit into the performance management system learning features include developing pms skills boxes highlighting a particular skill pms in practice boxes showcasing real life examples from around the world experiential exercises to encourage active learning a comprehensive suite of free online resources including powerpoint slides full journal articles and self review questions an be found at study sagepub com varma suitable for performance management modules on human resource management general management and organisational behaviour courses

*Applied Psychology in Talent Management* 2018-06-07 this is the

ebook of the printed book and may not include any media website access codes or print supplements that may come packaged with the bound book psychological theories complete with tools and methods for dealing with human resource issues interdisciplinary and research based in approach applied psychology in human resource management integrates psychological theory with tools and methods for dealing with human resource problems in organizations and for making organizations more effective and more satisfying places to work the seventh edition reflects the state of the art in personnel psychology and dramatic changes that have recently characterized the field and outlines a forward looking progressive model toward which hr specialists should aim

Performance Management Systems 2019-10-11 optimizing staff performance is a key component of achieving outstanding business results the new edition of armstrong s handbook of performance management is an essential companion for improving employee and organizational performance from performance pay and giving feedback to managing underperformers this handbook addresses all areas of performance management to enable students and practitioners to understand how to assess measure and improve performance this updated seventh edition contains new chapters on the meaning and development of performance management and managing performance with a remote workforce it also covers performance leadership and multi source feedback packed with examples to show how the theory applies in practice and exercises to consolidate student learning armstrong s handbook of performance management remains an indispensable and engaging resource for securing effective performance across all aspects of the organization supporting online resources include an instructor s manual lecture slides a glossary and a

literature review

**Applied Psychology in Human Resource Management**, 2014-01-17

organizations of all sizes face the challenge of accurately and fairly evaluating performance in the workplace performance appraisal and management distills the best available research for and translate those findings into practical concrete strategies this text explores common obstacles and why certain performance appraisal methods often result in failures using a strategic evidence based approach the authors outline best practices for avoiding common pitfalls and helping organizations achieve their maximum potential cases exercise and spotlight boxes on timely issues like cyberbullying in the workplace and appraising team performance provides readers with opportunities to hone their critical thinking and decision making skills

**Armstrong's Handbook of Performance Management** 2022-01-03











formerly published by chicago business press now published by sage performance management fifth edition covers the design and implementation of effective and successful performance management systems the key tools that can be used to transform employee talent and motivation into a strategic business advantage author herman aguinis focuses on research based findings and up to date applications that consider the changing nature of work and organizations hear the author share teaching strategies using content from the fifth edition

**Performance Appraisal and Management** 2018-02-08 an experiential

and skills building approach exploring the realities and complexities of performance management cross cultural cases review questions and exercises provide students with the practical skills they need to understand how performance management links to business results












































*Performance Management* 2024-01-08 this timely handbook examines performance management research specific to the public sector and its

contexts and provides suggestions for future developments in the field it demonstrates the need for performance management to be reconceptualized as a core component of business both within and across organizations and how it must be embedded in both strategic decision making and as a day to day leadership and management practice in order to be effective

**Performance Management Systems** 2019-10-11 4          

**Handbook on Performance Management in the Public Sector**

2021-05-28 now with sage publishing in applied psychology in talent management world renowned authors wayne f cascio and herman aguinis provide the most comprehensive future oriented overview of psychological theories and how those theories impact people decisions in today s ever changing workplace taking a rigorous evidence based approach the new eighth edition includes more than 1 000 new citations from more than 20 top tier journal articles the authors emphasize the latest developments in the field all in the context of historical perspectives integrated coverage of technology strategy globalization and social responsibility throughout the text provides students with a holistic view of the field and equips them with the practical tools to create productive enjoyable work environments



minute manager series

**Applied Psychology in Talent Management** 2018-06-07 research methodology best practices for rigorous credible and impactful research takes a 360 degree view of understanding and doing research helping readers become expert researchers reviewers and consumers of research renowned author journal editor and researcher herman aguinis distills the vast body of work on methodological best practices into a singular experience each of the 16 chapters thoroughly explains a different aspect of methodology step by step from choosing useful and compelling research topics to reporting results accurately and credibly researchers at all career stages will find this text helpful to structure and conduct high impact empirical research aimed at producing a thesis dissertation and journal publication and research consumers to evaluate the rigor and credibility of research conducted by others instructors will find the book s modular approach refreshing by assigning students the most relevant topics from just a checklist of best practices to an in depth treatment of a topic filled with how to and dos and don ts guidelines figures hands on exercises and methods in practice boxes that summarize and apply best practices this book is a must have for anyone interested in producing or reading research

*Performance Reviews and Coaching: The Performance Management Collection (5 Books)* 2015-12-22 compiling extensive research findings with real insights from the business world this must read book on performance appraisal explores its evolution from the classic appraisal to its current form and the methodology behind its progression looking forward aharon tziner and edna rabenu emphasize that well conducted appraisals combine a mixture of classic and current and are here to stay

Research Methodology 2024-04-02 this book is a landmark in showing

how industrial organizational psychology and related fields contribute to environmental sustainability in organizations industrial organizational psychology embraces a scientist practitioner model evidence based best practice to solve real world issues the contributors to this book are experts in science and practice demonstrating the ways in which human organization interactions can drive change to produce environmentally beneficial outcomes overall the authors address cogent issues and provide specific examples of how industrial organizational psychology can guide interventions that support and maintain environmentally sound practices in organizations green organizations can be used as a general reference for researchers in courses on sustainable business corporate social responsibility ethical management practices and social entrepreneurship the book will provide an excellent overview for anyone interested in sustainability in organizations and will serve as a valuable guide to industrial organizational psychology and management professionals

*Improving Performance Appraisal at Work* 2018-06-29 as an increasing number of individuals go to work in the nonprofit sector nonprofit managers need support on how best to build their human resource management capacity they need to know what systems to examine what questions to ask and how to ensure they are managing people in a legal manner and as effectively as possible given their particular resource constraints important questions include do we have a clear philosophy one that aligns with our nonprofit mission and values and allows us to treat our employees as the professionals they are how do we select develop and retain the best people who will produce high value high performance work and how do we do so with limited resources how do we effectively manage our mix of volunteers and paid staff what do we need to consider to ensure

diverse people work together in a harmonious fashion with all new chapters written by the top scholars in the field of nonprofit hr these are but a few of the many questions that are addressed in this timely volume these scholars delve into their particular areas of expertise offering a comprehensive look at theories and trends legal and ethical issues how to build hr from recruitment management labor relations to training and appraisal as well as topics in diversity technology and paid versus volunteer workforce management this essential handbook offers all core topic coverage as well as countless insider insights additional resource lists and tool sets for practical application with chapters grounded in existing research but also connecting research to practice for those in the field the nonprofit human resource management handbook will be required reading for a generation of scholars students and practitioners of nonprofit human resource management

**Green Organizations** 2013-06-19 the dynamic economic climate invites participants who are grounded in strategic financial management and infrastructure development thus a lack of sufficient infrastructure in both quality and quantity often disqualifies developing countries from being key players in the global economy and influences other socioeconomic problems like unemployment quality of work life and quality of life handbook of research on strategic business infrastructure development and contemporary issues in finance discusses the efficiency of good infrastructure and its impact on socioeconomic growth and socioeconomic development in general and addresses contemporary aspects of the strategic financial management essential for accomplishing the objective of wealth maximization in today's challenging and competitive economy this book is an essential research work for policy makers government workers and ngo

employees as well as academicians and researchers in the fields of business finance marketing management accounting mis public administration economics and law

The Nonprofit Human Resource Management Handbook 2017-06-26

overview in this diploma course you will deal with all aspects of human resource management practice content human resource management human resource processes work and employment organizational behaviour organization design and development people resourcing performance management learning and development rewarding people employee relations health safety and employee well being hr policies procedures and systems example of employee engagement and commitment survey example of performance management survey example of reward survey learning and development activities and methods duration 12 months assessment the assessment will take place on the basis of one assignment at the end of the course tell us when you feel ready to take the exam and we will send you the assignment questions study material the study material will be provided in separate files by email download link

*Handbook of Research on Strategic Business Infrastructure*

*Development and Contemporary Issues in Finance* 2014-02-28

many managers and organizations still assume that employees who devote long hours to their jobs with no family interference are ideal workers however this assumption has negative consequences for employees their families and more interestingly for their organizations this book provides a wealth of empirical evidence from around the globe as well as innovative conceptual frameworks to help practitioners and researchers alike to go beyond the classic notion of the ideal worker and to rethink what companies actually need from their employees as it demonstrates doing so will be beneficial for countless men and

women and for society at large

Diploma in Human Resource Management Practice - City of London

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the internet of things iot has already proven its worth in fields such as health education and urban transportation given the rapid advancement of iot along with artificial intelligence ai and machine learning in recent years it is believed that new age technology will dramatically alter the way we live and work one of the areas where this paradigm may stand out in the future is the domain of corporate diversity and inclusion by modelling intelligent behavior iot may detect possible bias and prejudice in decision making possibly eliminating patterns and biases that hamper company capacity to recruit diversely and inclusively promoting inclusivity and diversity through internet of things in organizational settings provides relevant theoretical frameworks and the latest empirical research findings in the area it examines the empirical evidence on corporations and how iot is being used to create inclusiveness and diversity through electronic means covering topics on occupational stress digital transformation and digital diversification this premier reference source is an essential resource for business executives and leaders human resource managers it managers social workers sociologists researchers and academicians

*Human Resource Management* 2019-06-29 performance management presents an end to end practical model of effective performance management that shows how to develop and implement performance management systems that yield bottom line results practical step by step guidance and examples realities associated with implementing best practices and avoiding common pitfalls jobs and circumstances where common practices will and will not work well proven

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approaches from leading organizations insights for everyone involved in performance management through senior leadership

**The New Ideal Worker** 2022-06-30 overview an mba in information technology or a master of business administration in information technology is a degree that will prepare you to be a leader in the it industry content managing projects and it information systems and information technology it manager s handbook business process management human resource management principles of marketing the leadership just what does an it manager do the strategic value of the it department developing an it strategy starting your new job the first 100 days etc managing operations cut over into operations agile scrum project management it portfolio management the it organization etc introduction to project management the project management and information technology context the project management process groups a case study project integration management project scope management project time management project cost management project quality management project human resource management project communications management project risk management project procurement management project stakeholder management 50 models for strategic thinking english vocabulary for computers and information technology duration 12 months assessment the assessment will take place on the basis of one assignment at the end of the course tell us when you feel ready to take the exam and we ll send you the assignment questions study material the study material will be provided in separate files by email download link

**Promoting Inclusivity and Diversity Through Internet of Things in Organizational Settings** 2009-03-12 this book functions as a guide for leaders in academic and non academic settings who are interested in

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developing managing or improving new or existing psychiatry residency programs it notes the complexity of administering a residency program with ready solutions and tactics unique and comprehensive this book contains chapters that focus on key areas of residency program management and innovation including but not limited to meeting accreditation requirements clinical and didactic curriculum managing resident and faculty performance issues research and scholarly activity in residency programs rural training programs and faculty development graduate medical education in psychiatry is an invaluable resource for medical education leaders as well as trainees and those interested in psychiatric residency or academic psychiatry in general

**Performance Management** 2022-06-09 research methodology best practices for rigorous credible and impactful research takes a 360 degree view of understanding and doing research helping readers become expert researchers reviewers and consumers of research renowned author journal editor and researcher herman aguinis distills the vast body of work on methodological best practices into a singular experience each of the 16 chapters thoroughly explains a different aspect of methodology step by step from choosing useful and compelling research topics to reporting results accurately and credibly researchers at all career stages will find this text helpful to structure and conduct high impact empirical research aimed at producing a thesis dissertation or journal publication research consumers will find instruction on how to evaluate the rigor and credibility of research conducted by others instructors will find the book s modular approach refreshing by assigning students the most relevant topics from checklists of best practices to an in depth treatment of a methodology filled with how to s and dos and don ts figures hands on exercises and

methods in practice boxes that summarize and apply best practices this book is a must have for anyone interested in producing or reading research included with this title lms cartridge import this title s instructor resources into your school s learning management system lms and save time don t use an lms you can still access all of the same online resources for this title via the password protected instructor resource site learn more

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in europe hr in east asia hr in developing countries composing an international staff women s role in international management and much more duration 15 months assessment the assessment will take place on the basis of one assignment at the end of the course tell us when you feel ready to take the exam and we ll send you the assignment questions study material the study material will be provided in separate files by email download link

**Research Methodology** 2017-07-26               


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**months - 100% online / self-paced** 2019 this book provides an evidence based approach to understanding declining levels of employee engagement offering a set of practices that individuals and organizations can adopt in order to improve productivity and organizational performance it introduces a model outlining how the experience of meaningful work impacts engagement and other organizational attitudes and behaviors it recognizes the antecedents and consequences of such behavior recognizing that they must be considered as components of an organizational system rather than in isolation it will be useful for scholars and practitioners in identifying and remedying the endemic trend of disconnected workers and their negative impact on organizational goals

HR Expert Diploma (Master's level) - City of London College of

Economics - 15 months - 100% online / self-paced 2016-01-11 now in its sixth edition work in the 21st century an introduction to industrial and organizational psychology by jeffrey m conte and frank j landy is the most current and engaging text for the industrial and organizational i o psychology course the text ties together themes and topics such as diversity cognitive and physical abilities personality

emotional intelligence technology multicultural dynamics and evidence based i o psychology in a way that explores the rich and intriguing nature of the modern workplace the sixth edition retains the 14 chapter format and the e text maintains a colorful design that brings i o psychology to life especially with the use of newsworthy color photographs

2024-01-11 work in the 21st

century 5th edition by frank j landy and jeffrey m conte ties together themes such as diversity mental and physical ability personality interpersonal skills emotional intelligence and evidence based i o psychology in a way that explores the rich and intriguing nature of the modern workplace the 5th edition places an emphasis on the technological and multicultural dynamics of today s workplace this edition retains the 14 chapter format and the 4 color design which brings i o psychology to life especially with the use of newsworthy color photographs this text is an unbound three hole punched version

**Enhancing Employee Engagement** 2020-03-23 formerly published by chicago business press now published by sage human resource management managing employees for competitive advantage fifth edition offers a strategic framework applicable across large and small organizations to efficiently recognize and empower the right talent in a rapidly evolving business environment written in an accessible and engaging manner authors mary gowan beverly demarr and jannifer david enable students to learn about the various practices and tools that can be used for effective employee management as well as how to leverage them in different situations this title is accompanied by a complete teaching and learning package learning platform courseware sage vantage is an intuitive learning platform that integrates quality sage textbook content with assignable multimedia activities and auto

graded assessments to drive student engagement and ensure accountability unparalleled in its ease of use and built for dynamic teaching and learning vantage offers customizable lms integration and best in class support it s a learning platform you and your students will actually love assignable video with assessment assignable video available in sage vantage is tied to learning objectives and curated exclusively for this text to bring concepts to life lms cartridge import this title s instructor resources into your school s learning management system lms and save time don t use an lms you can still access all of the same online resources for this title via the password protected instructor resource site

**Work in the 21st Century** 2022-08-01 psychology and work today 11th edition is an exciting update of a well loved textbook that introduces industrial and organizational psychology explaining how industrial organizational psychologists make work and working better this accessible and informative text explains how industrial organizational psychologists help organizations hire the best people by designing tests and interviews that uncover the skills and abilities of applicants make work better by removing or reducing safety issues and sources of stress so that personnel are motivated and able to perform to their abilities and work with managers and leaders to be more effective at leading others this book also describes how industrial organizational psychologists work with organizations to embrace diversity in the workforce and celebrate the strengths that employees from many backgrounds bring to organizations in addition this text includes how psychologists help organizations to design the physical work environment to best suit employees while other psychologists help organizations to market their products and services to consumers this text covers both the essential and traditional industrial

organizational psychology topic areas such as job analysis employee selection and work motivation as well as topic areas that are important in workplaces today such as stress and well being human factors and preparing for jobs of the future the chapter on consumer psychology remains unique to this textbook this new edition includes coverage of employable skills desired by hiring managers and executives the ways the highly publicized replicability crisis has affected the science and practice of industrial organizational psychology online and mobile employment testing diversity and inclusion throughout the workplace including microaggressions preparing people and organizations for jobs of the future incivility and harassment at work including abusive supervision safety climate and employee health and advertising on social media and video games including many illustrative examples of industrial organizational psychology in real world workplaces the 11th edition is thoroughly updated to include the latest theory research and practice on each key topic each chapter features defined key terms a chapter outline a chapter summary review questions annotated additional reading and engaging newsbreak sections the book will be of interest to undergraduate students in introduction industrial organizational psychology or psychology of work behaviour courses

**Work in the 21st Century** 2013-08-28 managers are increasingly employing teams as a primary work unit in organizations but they are struggling with how to effectively lead the emerging team structures intensifying the challenges that they are facing work restrictions due to the covid 19 pandemic hastened the move to remote work flexible work arrangements and virtual teams the current volume of research in human resource management presents literature reviews conceptual development and original research evidence to inform the

management of teams and spotlight new directions and approaches for team research in this evolving complex and dynamic environment this ten article volume includes an outstanding roster of established and emerging team scholars who define the future of team management research the volume is presented in four parts part one introduces perspectives on the science of team research joshua strauss and james grand present the systems thinking perspective as an alternative to more traditional ipo and multi level covariation models patrick rosopa introduces a machine learning approach to inductive team research for complex networks and dynamic variable relationships part two includes three articles that address team performance gabe dickey and colleagues present a model of performance management leadership and engagement akvile mockevic iu te and colleagues systematically review the feedback literature for teams and present a model of performance enhancement john austin provides a qualitative study that steers transactive memory research in a new direction for teams accessing external expertise part three offers two articles on individualized flexible work arrangements among team members and their effect on team outcomes miriam baumgartner and martina hartner tiefenthaler offer script development and a reflexivity process to address the negative impact of uncoordinated team member job crafting chenwei liao presents empirical evidence about the team efficacy and performance outcomes from servant leadership in managing the i deals process for team members part four includes two articles that address the rising presence of virtual teams by looking at electronic communication and its implications for diverse team members julio canedo and colleagues review literature regarding diversity and virtual teams to inform the development of a model that links measures of diversity and the

intervening experience of diversity types of electronic communication virtual team processes and team outcomes bill bommer and james schmidtke present an empirical study addressing the question of whether team member behavior is different in virtual meetings than face to face and whether there is a gender implication for the change to videoconferencing the volume is designed primarily for scholars in the fields of human resource management organizational behavior and industrial organizational psychology it also serves the needs of instructors and students in master s and doctoral courses in industrial organizational psychology human resource management or organizational behavior each article is grounded in managerial context that will appeal to practitioners in the field

**Human Resource Management** for upper level courses in human resources management or industrial organizational psychology psychological theories complete with tools and methods for dealing with human resource issues interdisciplinary and research based in approach applied psychology in human resource management integrates psychological theory with tools and methods for dealing with human resource problems in organisations and for making organisations more effective and more satisfying places to work this edition reflects the state of the art in personnel psychology and dramatic changes that have recently characterised the field and outlines a forward looking progressive model toward which hr specialists should aim the full text downloaded to your computer with ebooks you can search for key concepts words and phrases make highlights and notes as you study share your notes with friends ebooks are downloaded to your computer and accessible either offline through the bookshelf available as a free download available online and also via the ipad and android apps upon purchase you ll gain

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**Psychology and Work Today**

Managing Team Centricity in Modern Organizations

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