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start Microsoft Excel and you do not want it to automatically run a macro upon starting. What will you do? Ans: Hold down the CTRL key during startup.

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**BIG PRESENCE** isn't just for **BIG COMPANIES** anymore! A social media marketing handbook for small business owners on the go Social media has opened the door to anyone who wants to promote themselves--including small businesses. Designed specifically for busy small business owners, this book puts you on the fast track to maximizing your business's visibility and generating profits—regardless of the size of your marketing budget or the time you have to devote to it. **30-Minute Social Media Marketing** provides 22 short chapters packed with real-world examples, templates, sample marketing procedures, and screen shots taking you step-by-step through the essentials. With little time and effort, you will master the arts of: Blogging and microblogging Social networking and bookmarking Audio and

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video E-books and webinars Direct and indirect marketing Brand and relationship building Word-of-mouth marketing Expanding your reach and establishing your position Integrating with traditional marketing Evaluating results By the end of the book, you will have completed a social-media marketing plan that produces real results and created a strategy for future marketing plans--all in just 30 minutes a day.

Ukraine's economic progress since its independence in the early 1990s has been uneven, in part due to the slow pace of reforms, unfavorable demographic factors, and low productivity. One of the key factors limiting success is the inadequacy of the skills of Ukraine's workforce with the needs of a modern economy. While the country demonstrates a strong record of educational attainment and acquisition of

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foundational skills, the post-secondary education and training system fails to equip workers with the right advanced skills for labor market success. This study provides new evidence on the nature of skills valued in the labor market, reviews the institutional constraints hindering the development and use of workforce's skills, and proposes a set of policy options. This study argues that, to improve skills formation and use, Ukraine needs to renew its public policies on post-secondary education, labor-market intermediation and information, and labor regulations. Drawing on household and firm surveys, the study finds that workers need a mix of advanced cognitive skills (like problem solving and communication), socio-emotional skills (like self-management and teamwork), and technical skills (like computer programming or sales skills) to be successful in the labor market and meet

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employers' demand. These skills are not necessarily explicitly taught in traditional learning settings. Policy makers should therefore rethink the content of post-secondary education and training to focus on the development of skills for the labor market rather than only attendance. To do so, establishing steady links between education institutions and enterprises, by setting up occupation standards and adapting curricula to firm demand, is crucial. An essential instrument to identify the demand for skills and facilitate fruitful investments in skills formation is a labor market information system—which provides reliable information on labor market prospects across post-secondary education fields and institutions and job requirements and characteristics to students, their families, and jobseekers. Nonetheless, a better formation of skills would only be beneficial if most of the



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workforce can put them at use in jobs,  
promoted by better labor regulations.

Career Quizzes helps readers look inside themselves and make better choices. A career counsellor for 20 years and one of the America's leading developers of career assessments, author John Liptak takes readers on a journey of self-discovery that will help them find work they love and develop their career from start to finish. Each chapter centers on an easy, fun, and revealing assessment that coaches job seekers through the successive steps in the career exploration and job search process. The book includes assessments of job satisfaction, work/life balance, career needs, interests and skills, work values, personality, entrepreneurial readiness, and much more. Most importantly, unlike many other assessment, based books on the market, Career Quizzes not only helps

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job seekers discover a rewarding career path, but it helps them walk that path as well.

Introducing the Most Helpful and Inexpensive Software Testing Study Guide: Stop yourself trying to figuring out how to succeed in your software testing career. Instead, take benefit of these proven methods and real-life examples. Being a software tester for over 9 years I personally know what it takes to get a job and advance in your software testing/QA career. Each and every page of this book consist of proven advice for handling the day to day software testing activities. Who should use this book? It doesn't matter if you are an undergraduate or graduate student or a fresher looking for a job in software testing or a professional working as a test engineer or a senior QA lead or a test manager, this eBook is designed to be

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rigorously as well as practical contexts thus allowing the readers to build a solid foundation in key methodologies, techniques, tips and tricks in the field of software testing. The clear terminology definitions and comprehensive real-life examples provide an easy way to master various software testing techniques. After reading this eBook you should be able to get started in software testing, learn great tips on how to be an effective tester who finds critical bugs in the application under test, learn how to deal with the developers during uncomfortable project meetings, master the art of how to become a good test team leader/manager and more.

This book offers practical instruction on the use of audit studies in the social sciences. It features essays from sociologists, economists, and other experts who have employed this powerful and

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flexible tool. Readers will learn how to implement an audit study to examine a variety of questions in their own research. The essays first discuss situations where audit studies are the most effective. These tools allow researchers to make strong causal claims and explore questions that are often difficult to answer with observational data. Audit studies also stand as the single best way to conduct research on discrimination. The authors highlight what these studies have uncovered about labor market processes in the past decade. The next section gives some guidance on how to design an audit study. The essays cover the difficult task of getting a study through an institutional review board, the technical setup of matching procedures, and statistical power and analysis techniques. The last part focuses on more advanced aspects. Coverage includes understanding context,

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what variables may signal, and the use of technology. The book concludes with a discussion of challenges and limitations with an eye towards the future of audit studies. Field experiments studying and testing for housing and labor market discrimination have, rightly, become the dominant mode of discrimination-related research in economics and sociology. This book brings together a number of interesting and useful perspectives on these field experiments. Many different kinds of readers will find it valuable, ranging from those interested in getting an overview of the evidence, to researchers looking for guidance on the nuts and bolts of conducting these complex experiments. David Neumark, Chancellor's Professor of Economics at the University of California - Irvine For decades, researchers have used experimental audit studies to uncover

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discrimination in a variety of markets. Although this approach has become more popular in recent years, few publications provide detailed information on the design and implementation of the method. This volume provides the first deep examination of the audit method, with details on the practical, political, analytical, and theoretical considerations of this research. Social scientists interested in consuming or contributing to this literature will find this volume immensely useful. □ Devah Pager, Professor of Sociology and Public Policy at Harvard University

Game designers today are expected to have an arsenal of multi-disciplinary skills at their disposal in the fields of art and design, computer programming, psychology, economics, composition, education, mythology □ and the list goes on.

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How do you distill a vast universe down to a few salient points? *Players Making Decisions* brings together the wide range of topics that are most often taught in modern game design courses and focuses on the core concepts that will be useful for students for years to come. A common theme to many of these concepts is the art and craft of creating games in which players are engaged by making meaningful decisions. It is the decision to move right or left, to pass versus shoot, or to develop one's own strategy that makes the game enjoyable to the player. As a game designer, you are never entirely certain of who your audience will be, but you can enter their world and offer a state of focus and concentration on a task that is intrinsically rewarding. This detailed and easy-to-follow guide to game design is for both digital and analog game designers alike and some of its features include: A



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clear introduction to the discipline of game design, how game development teams work, and the game development process Full details on prototyping and playtesting, from paper prototypes to intellectual property protection issues A detailed discussion of cognitive biases and human decision making as it pertains to games Thorough coverage of key game elements, with practical discussions of game mechanics, dynamics, and aesthetics Practical coverage of using simulation tools to decode the magic of game balance A full section on the game design business, and how to create a sustainable lifestyle within it

How to find great employees, make great hires, and take your business to the next level It is always easy to find people who want a job, but it's never easy to find and hire A-players. In *How to Hire A-Players*,

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consultant Eric Herrenkohl shows owners, executives, and managers of small and medium-size businesses where and how to find A-player employees. It is these individuals who will help keep quality high and growth and profits strong. Herrenkohl explains how to use your existing marketing, sales, and networking efforts to find top candidates. He provides current examples of companies that consistently hire A-players without big recruiting departments as well as step-by-step explanations for making these strategies work in your own company. Shows you how to find and hire top employees. Ideal for owners of small businesses, executives and managers of large businesses, as well as corporate recruiters and HR specialists who need new ideas Herrenkohl's client list includes privately held businesses in over 50 industries as well as big corporate names

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like Bank of America, Edward Jones, and Northwestern Mutual Life A-player employees are the life blood of any growing business. This handy hiring guide shows you where to look, what to ask, and who to hire to boost your business today

If you're thinking of opening up your own business, you'll need this book. This is a hands-on book that focuses on the tasks that you or any new business owner must complete in the first 100 days of launching a business. Think of it this way: Imagine you've conceived a business idea, written a business plan, raised seed capital, and are set to launch your business on October 1. Now, what would you actually do on October 1, October 2, October 3, and so forth? How would you set your priorities? How would you know which tasks are the most urgent? Although the answers to these questions vary depending on the

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business, there are a set of key activities that all businesses must accomplish to get their businesses off to a good (and legally proper) start. This book provides examples that include securing proper business licenses and permits; setting up a bookkeeping system; negotiating a lease; buying insurance; entering into contracts with vendors; recruiting and hiring employees; and making the first sale. Broader issues such as developing a business model and building a brand will also be touched upon, but the primary focus of this book is getting you focused on the practical issues that you'll need, as a new business owner, to accomplish, and accomplish correctly, and to get your business off to a good start. To help you prioritize and track the activities that must be completed at the onset of a business, this book will teach you how to set up a "First 100 Days Plan," with the template

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(titled First 100 Days Plan) included in this book.

The Information Economy Report 2017 analyzes the evolving digital economy and its implications for trade and development. While these are still early days of the digital economy, it is already clear that it will have globally transformative impacts on the way we live, work and develop our economies. As the world strives to implement the 2030 Agenda for Sustainable Development, harnessing the power of information and communications technologies (ICTs) is essential. Large parts of the developing world remain disconnected from the Internet, and many people lack access to high-speed broadband connectivity. Policymaking at the national and international levels needs to mitigate the risk that digitalization could widen existing divides and create

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new gaps. Since increased reliance on digital technologies, such as cloud computing, three-dimensional printing, big data and "the Internet of things", it is essential to start assessing opportunities and pitfalls alike, and to prepare for what is coming. The analysis contained in the report contributes to this process and proposes ways in which the international community can reduce inequality, enable the benefits of digitalization to reach all people and ensure that no one is left behind by the evolving digital economy.

The New York Times-bestselling guide to how automation is changing the economy, undermining work, and reshaping our lives  
Winner of Best Business Book of the Year awards from the Financial Times and from Forbes "Lucid, comprehensive, and unafraid...;an indispensable contribution to a long-running argument."--Los Angeles

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Times What are the jobs of the future? How many will there be? And who will have them? As technology continues to accelerate and machines begin taking care of themselves, fewer people will be necessary. Artificial intelligence is already well on its way to making "good jobs" obsolete: many paralegals, journalists, office workers, and even computer programmers are poised to be replaced by robots and smart software. As progress continues, blue and white collar jobs alike will evaporate, squeezing working- and middle-class families ever further. At the same time, households are under assault from exploding costs, especially from the two major industries-education and health care-that, so far, have not been transformed by information technology. The result could well be massive unemployment and inequality as well as the implosion of the consumer economy

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itself. The past solutions to technological disruption, especially more training and education, aren't going to work. We must decide, now, whether the future will see broad-based prosperity or catastrophic levels of inequality and economic insecurity. Rise of the Robots is essential reading to understand what accelerating technology means for our economic prospects-not to mention those of our children-as well as for society as a whole.

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