

Management Daft 7th Edition

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Management: International Edition - Richard (Vanderbilt University) Daft 2020-01-14

The second EMEA edition of Richard L. Daft's popular textbook, Management, has been fully updated to ensure that new European, Middle East and African content provides students with a practical approach to key concepts and theories with regional examples to enrich their learning. A wide range of inspiring real-world features are revealed as the student is guided through and prepared for the various challenges facing a modern manager. This title is available with MindTap, a flexible online learning solution that you can customize to suit your specific course needs, and which provides students with all the tools they need to succeed including an interactive eReader and a wide range of assignments, practice questions, scenarios, and cases to further entrench key concepts, boost confidence, develop critical thinking skills and prepare them for the workplace.

Fundamentals of Management with Online Study Tools 12 Months -

Danny Samson 2017-12-05

Samson/Daft/ Donnet's Fundamentals of Management is a robust foundation text providing a balance of broad, theoretical content with accessible language for students. This sixth edition features a new author on the team and contains updates to content based on recent research.

Along with current management theory and practice, the text integrates coverage of innovation, entrepreneurship, agile workplaces, social media and new technology throughout. The book is rich with experiential exercises, self-assessment activities, challenges and cases for students to engage with, developing multiple skills. Examples within the text are both local and global, with a new focus on a 'skills approach', and each part of the text concludes with a contemporary continuing case study, focussing on car company, Toyota, as it faces managerial challenges and opportunities in the region The text covers the four key management functions: Planning, Organising, Leading, and Controlling, conveying to students the elements of a manager's working day.

The Leadership Experience, Loose-Leaf Version - Richard L. Daft

2017-01-01

Leadership and Nursing Care Management - E-Book - Diane Huber

2013-08-07

Comprehensive and easy to read, this authoritative resource features the most up-to-date, research-based blend of practice and theory related to the issues that impact nursing management and leadership today. Key topics include the nursing professional's role in law and ethics, staffing and scheduling, delegation, cultural considerations, care management,

human resources, outcomes management, safe work environments, preventing employee injury, and time and stress management. Research Notes in each chapter summarize relevant nursing leadership and management studies and show how research findings can be applied in practice. Leadership and Management Behavior boxes in each chapter highlight the performance and conduct expected of nurse leaders, managers, and executives. Leading and Managing Defined boxes in each chapter list key terminology related to leadership and management, and their definitions. Case Studies at the end of each chapter present real-world leadership and management situations and illustrate how key chapter concepts can be applied to actual practice. Critical Thinking Questions at the end of each chapter present clinical situations followed by critical thinking questions that allow you to reflect on chapter content, critically analyze the information, and apply it to the situation. A new Patient Acuity chapter uses evidence-based tools to discuss how patient acuity measurement can be done in ways that are specific to nursing. A reader-friendly format breaks key content into easy-to-scan bulleted lists. Chapters are divided according to the AONE competencies for nurse leaders, managers, and executives. Practical Tips boxes highlight useful strategies for applying leadership and management skills to practice.

New Era of Management - Richard L. Daft 2012

Equip your students with the confidence and innovative skills they need to manage successfully in today's rapidly changing, turbulent business environment. The latest edition of Daft's market-leading NEW ERA OF MANAGEMENT, 10e, International Edition helps you develop managers who look beyond traditional techniques and ideas to tap into a full breadth of innovative management skills. NEW ERA OF MANAGEMENT, 10e, International Edition addresses emerging themes and the issues most important for meeting today's management demands and challenges. A blend of proven management techniques and new competencies demonstrate how to harness creativity and lead change, as students learn to put theory into practice. With the latest improvements in this edition, D.A.F.T. defines Management.D. Development of the

latest managerial theories and innovative skills prepares students to adapt new technologies and inspire exceptional performances in managerial roles. A. Applications focus on contemporary ideas and relevance to students using a combination of cutting-edge exercises, memorable examples, unique photo essays, new video cases, and topics not typically found in other management texts.F. Foundations in the best management practices combine fresh ideas with proven managerial research organized around the four functions of management.T. Technology in a leading support package delivers innovative solutions, from course management tools to new video cases and a premium website that helps ensure students reach their full management potential.

Management - Richard L. Daft 2008-08-01

MANAGEMENT: THE NEW WORKPLACE, 6e International Edition provides an engaging survey of modern management practice that seamlessly integrates classic and contemporary principles. Rather than concentrating on large global enterprises, the text focuses on dynamic small to mid-sized "local" businesses and entrepreneurial issues, giving students valuable real-world insights and practical skills they can readily apply when beginning or continuing their careers. To help students deepen their understanding and hone their skills, numerous skill-building and application exercises appear in every chapter. MANAGEMENT: THE NEW WORKPLACE, 6e International Edition also features a streamlined format and impressive ancillary package that make it affordable, flexible, well-suited to any course, and effective for students of diverse backgrounds and interests.

Leadership - Richard L. Daft 2010-06-26

Equip your students with the critical leadership skills and solid understanding of today's theory they need to become effective business leaders in today's turbulent times with Daft's LEADERSHIP, 5E, International Edition. Acclaimed author Richard Daft helps your students explore the latest thinking in leadership theory and contemporary practices at work within organizations throughout the world. This edition more closely connects theory to recent world events, such as the Wall

Street meltdown, ethical scandals, and political turmoil. Students examine emerging topics, including enhancing emotional intelligence, leadership vision and courage, leading virtual teams, and open innovation. Packed with memorable examples and unique insights into actual leadership decisions, this edition now offers full-color visuals to reinforce the book's engaging presentation. This edition's proven applications, specifically designed for today's leadership theory and applications course, and a solid foundation grounded in established scholarly research make the topic of leadership come alive for your students.

Reframing Organizations - Lee G. Bolman 2013-07-16

In this fifth edition of the bestselling text in organizational theory and behavior, Bolman and Deal's update includes coverage of pressing issues such as globalization, changing workforce, multi-cultural and virtual workforces and communication, and sustainability. A full instructor support package is available including an instructor's guide, summary tip sheets for each chapter, hot links to videos & extra resources, mini-assessments for each of the frames, and podcast Q&As with Bolman & Deal.

Research in Organizations - Richard A. Swanson 2005-07-01

Richard A. Swanson and Elwood F. Holton, leading scholars in the field, bring together contributions from more than twenty distinguished researchers from multiple disciplines to provide a comprehensive introductory textbook on organizational research. Designed for use by professors and students in graduate-level programs in business, management, organizational leadership, and human resource development, *Research in Organizations* teaches how to apply a range of methodologies to the study of organizations. This comprehensive guide covers the theoretical foundations of various research methods, shows how to apply those methods in organizational settings, and examines the ethical conduct of research. It provides a holistic perspective, embracing quantitative, qualitative, and mixed-methodology approaches and illuminating them through numerous illustrative examples.

Decision Support Systems - Daniel J. Power 2002

For MIS specialists and nonspecialists alike, a comprehensive, readable, understandable guide to the concepts and applications of decision support systems.

The Executive and the Elephant - Richard L. Daft 2010-07-06

Lessons for leaders on resolving the ongoing struggle between instinct and the creative mind Kings, heads of government, and corporate executives lead thousands of people and manage endless resources, but may not have mastery over themselves. Often leaders know that right action is important, but have little (if any) understanding of what prevents them from acting in accordance with their intentions. In this important book, leadership expert Richard Daft portrays this dilemma as a struggle between instinct (elephant) and intention (the executive) using the most current research on the intentional vs. the habitual mind to explain how this phenomenon occurs. Based on current research and real-life examples Offers leaders a method for directing themselves more productively Written by an expert in leadership, organizational performance, and change management Through real-life examples and recent studies in psychology, management and Eastern spirituality Daft provides guidance to all of us who struggle finding our own balance and cultivating the behavior of others.

Understanding Management - Richard L. Daft 2012-01-01

Prepare your students for management success with this engaging survey of modern management practice. UNDERSTANDING MANAGEMENT, 8E seamlessly integrates classic management principles with today's latest management ideas to create a responsive market leading text that captivates your students. Acclaimed authors Richard Daft and Dorothy Marcic cover management and entrepreneurial issues within small- to mid-size companies where most students will begin their careers, as well as within larger global enterprises. Many examples focus on the constantly-evolving entertainment industry. Students gain valuable insights into real, contemporary business as they examine today's best management practices. This edition helps students establish and build upon practical skills they can readily apply to future or current careers. Engaging examples and numerous skill-building and application

exercises in every chapter help students deepen their understanding and refine their management abilities. With a streamlined format, this edition takes a close look at how change demands innovation and how innovation requires forward-thinking, flexible leaders and organizations. The book's complete ancillary package provides flexibility and solid support for your course as you use UNDERSTANDING MANAGEMENT, 8E to prepare today's students to seize business opportunities and lead change. Be sure to also investigate the menu of high impact digital options available with this edition, including Aplia and CengageNOW. Important Notice: Media content referenced within the product description or the product text may not be available in the ebook version.

Organization Theory and Design - Richard L.. Daft 2018

The Leadership Experience - Richard L. Daft 2017-01-01

Equip students with the critical leadership skills and solid understanding of today's theory needed to become effective business leaders in today's turbulent times with THE LEADERSHIP EXPERIENCE, 7E. Acclaimed author Richard Daft helps students explore the latest thinking in leadership theory and contemporary practices at work within organizations throughout the world. Students examine emerging topics, including enhancement of emotional intelligence, leadership vision and courage, leadership of virtual teams, and open innovation, and they connect those topics to recent world events such as ethical scandals and political turmoil. Packed with memorable examples and unique insights into actual leadership decisions, this full-color text includes crisp, clear visuals to reinforce the book's engaging presentation. This edition's proven applications, specifically designed for today's leadership theory and applications course, and a solid foundation grounded in established scholarly research make the topic of leadership come alive for students. Important Notice: Media content referenced within the product description or the product text may not be available in the ebook version.

Service Management - James A. Fitzsimmons 2008

Balancing conceptual and applied coverage of all aspects of the management and operation of services, Service Management has

maintained the position as market leader through five previous editions. It is the most comprehensive and widely used introduction to service operations on the market, written by one of the top authorities on the subject, and it is designed to develop students' skills in both strategic and operational issues pertaining to services. New material on Professional Service Firms highlights IBM's initiative to establish a Service Science, Management, and Engineering discipline. The Sixth Edition also offers the latest information on Six-Sigma and RFID, as well as recent developments in other important industry topics. Text coverage spans both qualitative and quantitative aspects of service management and offers flexibility in courses, offering varying approaches to the study of service operations. The ancillary package includes student CD-ROM and Website that includes self-test quizzes, video clips, ServiceModel Software, and the Mortgage Service Game.

Organizational Theory, Design, and Change - Gareth R. Jones 2006

This book provides students with a clear, contemporary, and fully Canadian context for understanding Organizational Theory and Change. It explores many facets of Organizational Design, including the challenges presented by emerging new technologies and the global environment. It also addresses the key issues and problems that inform the process of organizational change and transformation, identifying direct and clear managerial implications.

Organization Theory and Design - Richard L. Daft 2012-03-21

Introduce your students to the most progressive thinking about organizations today as acclaimed author Richard Daft balances recent, innovative ideas with proven classic theories and effective business practices. Daft's best-selling ORGANIZATION THEORY AND DESIGN presents a captivating, compelling snapshot of contemporary organizations and the concepts driving their success that will immediately engage and inspire your students. Recognized as one of the most systematic, well-organized texts in the market, ORGANIZATION THEORY AND DESIGN helps both future and current managers thoroughly prepare for the challenges they are certain to face in today's business world. This revision showcases some of today's most current

examples and research alongside time-tested principles. Students see, firsthand, how many of today's well-known organizations have learned to cope and even thrive amidst a rapidly changing, highly competitive international environment. Featured organizations include BP, Disney/Pixar, Volvo, Barnes & Noble, and Cisco Systems. Organization studies, proven cases, and illustrations provide the insights necessary to better understand modern organizations, while new and proven learning features give your students important opportunities to apply concepts and refine their personal business skills and insights. Important Notice: Media content referenced within the product description or the product text may not be available in the ebook version.

Managing Change - Bernard Burnes 2009

"This text is unique in demonstrating clearly the linkages between corporate strategy, organisational behaviour and the management of change. This is an ideal undergraduate text that will also be valuable for experienced managers on masters programmes." David Buchanan, Professor of Organisational Behaviour, Cranfield School of Management

"This is the essential and definitive text on change management. It integrates the vast sweep of organisational theory and practice in a highly readable way. Every student and practitioner must have this." Michael Griffin, Director of Human Resources, King's College Hospital NHS Trust

Globalisation. Mergers and Acquisitions. New technologies. New competitors. Rapid growth. Rapid decline. Economic boom. Financial crisis. In order to maximise their success, organisations today need to adapt to a turbulent environment. Yet one of the world's leading consultancies, Bain & Co, claims that the failure rate of change management projects is around 70 per cent. Managing change is not easy. The purpose of this leading textbook is to help you understand and consider the theoretical approaches to change and to make sense of these in the light of practical examples. Managing Change is written for students on modules covering management, strategy and organisational change as part of undergraduate and postgraduate programmes.

Contemporary Management - Gareth R. Jones 2021

"Since the tenth edition of Contemporary Management was published,

our book continues to be a leader in the management market. This tells us that we continue to meet the expectations of our existing users and attract new users to our book"--

Principles of Management - Openstax 2022-03-25

Principles of Management is designed to meet the scope and sequence requirements of the introductory course on management. This is a traditional approach to management using the leading, planning, organizing, and controlling approach. Management is a broad business discipline, and the Principles of Management course covers many management areas such as human resource management and strategic management, as well as behavioral areas such as motivation. No one individual can be an expert in all areas of management, so an additional benefit of this text is that specialists in a variety of areas have authored individual chapters. Contributing Authors David S. Bright, Wright State University Anastasia H. Cortes, Virginia Tech University Eva Hartmann, University of Richmond K. Praveen Parboteeah, University of Wisconsin-Whitewater Jon L. Pierce, University of Minnesota-Duluth Monique Reece Amit Shah, Frostburg State University Siri Terjesen, American University Joseph Weiss, Bentley University Margaret A. White, Oklahoma State University Donald G. Gardner, University of Colorado-Colorado Springs Jason Lambert, Texas Woman's University Laura M. Leduc, James Madison University Joy Leopold, Webster University Jeffrey Muldoon, Emporia State University James S. O'Rourke, University of Notre Dame

Meeting the Ethical Challenges of Leadership - Craig E. Johnson 2017-01-10

Ethics is at the heart of leadership. All leaders assume ethical burdens and must make every effort to make informed ethical decisions and foster ethical behavior among followers. The Sixth Edition of Meeting the Ethical Challenges of Leadership: Casting Light or Shadow explores the ethical demands of leadership and the dark side of leadership. Author Craig E. Johnson takes a multidisciplinary approach to leadership ethics, drawing from many fields of research to help readers make moral decisions, lead in a moral manner, and create an ethical culture. Packed with real-world case studies, examples, self-assessments, and

applications, this fully-updated new edition is designed to increase students' ethical competence and leadership abilities.

Fundamentals of Management - Danny Samson 2014

Along with current management theory and practice, the texts integrate coverage of social media and new technology throughout. This fifth edition includes new emphases on Entrepreneurship and Innovation, a growing area of importance and interest in management studies and the foregrounding of management as an Integrative Practice. There will be linkages of topics within and across chapters, reflective of management as it occurs. There will also be a continued emphasis on environmental issues and sustainability.

Daft's Management - Richard L. Daft 2009-03-01

Find the significant support you need to learn key management concepts and effectively prepare for tests as you become a better future manager. Review is simple, allowing you to maximize your study time, with a variety of exercises and opportunities to test your understanding before actual course exams.

Business Management - Hannie Badenhorst-Weiss 2008-02

The world is in a constant state of flux, and this influences the operations of every business and organisation. Business Management: A Contemporary Approach deals with these changes by covering the functions of a business or an organisation and then addressing the contemporary issues that affect them. These issues include globalisation, corporate entrepreneurship and citizenship, credit, diversity and HIV/AIDS. Every student of business and business manager needs to understand the importance of these issues and their influence on the operations of a business. Business Management: A Contemporary Approach also highlights the interdependency between the various business functions. This interdependency is very important for a business or organisation to operate as a whole.

The Leadership Experience - Richard L. Daft 2008

Launching New Ventures: An Entrepreneurial Approach - Kathleen R. Allen 2015-01-01

LAUNCHING NEW VENTURES, 7e provides tomorrow's entrepreneurs with the tools to launch a successful new business in a global marketplace. The text follows the logical development process: from initial idea, to developing and testing a business model, to designing a business and preparing for growth. The seventh edition represents the most current thoughts, ideas, and practices in the field of entrepreneurship. Important Notice: Media content referenced within the product description or the product text may not be available in the ebook version.

[Understanding Management + The Elements of Reasoning + Understanding Management MindTap Management Access Code](#) - 2018

Management - Richard L. Daft 2005

The Seventh Edition of this market leading text continues to raise the standard through its cutting-edge presentation of managerial thought, carefully developed applications, and innovative technology components. Richard Daft seamlessly integrates the topic of this edition, managing in turbulent times, with traditional management concepts to show what influences and guides managerial action in today's organizations. To illustrate the conceptual material and engage the learner, Daft includes diverse examples, exercises, and applications in every chapter. Through each edition, Management has continued to build an outstanding reputation with instructors for its quality, topic selection, applications, and authorship. The number one text on the market, it is renowned for its strong content, the quality of its examples, its readability and its numerous applications that reinforce concepts and involve users. Some hallmark features include Management in Practice exercises, Concept Connection photo essays, and Manager's Shoptalk boxes.

Fundamentals of Human Resource Management with CD & Powerweb - Raymond Andrew Noe 2003-03-10

Provides a brief introduction to human resource management. This book focuses on the uses of human resources for the general population. A comprehensive instructor's manual, test bank, PowerPoint presentation and a complete Online Learning Center make course preparation easy.

Management - Richard L. Daft 2015-01-01

MANAGEMENT, 12E includes several innovative pedagogical features to help students understand their management capabilities and learn what it's like to manage in an organization today. Each of the 19 chapters begins with an opening questionnaire that engages the reader's interest, directly connects to the topic of the chapter, and enables students to see how they respond to situations and challenges that real-life managers typically face. A New Manager Self-Test in each chapter provides students with further insight into how they would function in the real world of management. The Remember This bullet-point summaries at the end of each major chapter section give students a snapshot of the key points and concepts covered in that section. The end-of-chapter questions have been carefully revised to encourage critical thinking and application of chapter concepts, and Small Group Breakout exercises give students the opportunity to apply concepts while building teamwork skills. Ethical dilemmas, all-new end-of-chapter cases, and a fully updated set of On the Job video cases help students sharpen their diagnostic skills for management problem solving. The chapter sequence in MANAGEMENT is organized around the management functions of planning, organizing, leading, and controlling. These four functions effectively encompass management research and the characteristics of the manager's job. Important Notice: Media content referenced within the product description or the product text may not be available in the ebook version.

Management - Danny Samson 2020-10-07

Management is a robust foundations text providing a balance of broad, theoretical content with an engaging, easy-to-understand writing style. It covers the four key management functions - planning, organising, leading and controlling - conveying to students the elements of a manager's working day. Real-life local and international examples showcase the ongoing changes in the management world. Focusing on a 'skills approach', they bring concepts to life for students, supporting motivation, confidence and mastery. Each part concludes with a contemporary continuing case study, focusing on car company Toyota as

it faces managerial challenges and opportunities in the region.

Understanding the Theory and Design of Organizations - Richard L. Daft 2012

Discover the most progressive thinking about organizations today as acclaimed author Richard Daft balances recent, innovative ideas with proven classic theories and effective business practices. Daft's best-selling UNDERSTANDING THE THEORY AND DESIGN OF ORGANIZATIONS, 11E, International Edition presents a captivating, compelling snapshot of contemporary organizations and the concepts driving their success that will immediately engage any reader. Recognized as one of the most systematic, well organized texts in the market, UNDERSTANDING THE THEORY AND DESIGN OF ORGANIZATIONS, 11E, International Edition helps both future and current managers thoroughly prepare for the challenges of today's business world. This revision showcases some of today's most current examples and research alongside time-tested principles. Readers see how many of today's well-known organizations thrive amidst a rapidly changing, highly competitive international environment. Proven and new learning features provide opportunities for readers to apply concepts and refine personal business skills and insights.

Organization Theory and Design - Richard L. Daft 2015-05-11

Organizations must adapt to changing and often challenging environments. This third Canadian edition helps students understand and design organizations for today's complex environment. The concepts and models offered in this text are integrated with changing events in the real world, presenting the most recent thinking and providing an up-to-date view of organizations. Detailed Canadian examples and cases capture the richness of the Canadian experience, while international examples accurately represent Canada's role in the world.

Management and Organization Theory - Jeffrey A. Miles 2012-01-30

Management and Organization Theory offers a summary and analysis of the 40 most popular, researched, and applied management and organization theories. This important resource includes key instruments used to measure variables in each theory and examines pertinent

questions about the theory: strengths and weaknesses, practical applications, and the seminal articles published on each theory. "This is a remarkable book. Jeffrey Miles clearly explains and synthesizes 40 major theories of management and organization in an easily accessible and engaging style. Well researched, comprehensive in its coverage, thorough, balanced, and fair in its analyses of theories, the book is destined to be a major authoritative reference in the field. It is one of the most readable, informative, and useful books I have read. I strongly recommend it." —Shaker A. Zahra, department chair, Robert E. Buuck Chair, and professor, Strategic Management and Organizations Department, University of Minnesota "This book provides a terrific advantage to any student or manager seeking to grasp the fundamental concepts that explain organizations and the behavior of people within them."—Richard L. Daft, author, *The Executive and the Elephant: A Leader's Guide to Building Inner Excellence*; and the Brownlee O. Currey Jr. Professor of Management, Owen Graduate School of Management, Vanderbilt University "An easy-to-read summary of some of the most critical theories in the field of management—theories that have implications not just for scholars, but for practicing managers as well." —Jay Barney, professor of management and human resources, and Chase Chair for Excellence in Corporate Strategy, Fisher College of Business, The Ohio State University
Understanding Management - Richard L. Daft 1994-12-01

Effective Management - Chuck Williams 2002

Providing all kinds of resources for all kinds of minds, this text introduces management functions, environments, and responsibilities; how to make things happen; meeting the global competition innovatively; organizing people, projects, and processes; and leadership. Includes actual case examples

The Leadership Experience - Richard L. Daft 2014-01-01

Equip students with the critical leadership skills and solid understanding of today's theory needed to become effective business leaders in today's turbulent times with Daft's THE LEADERSHIP EXPERIENCE, 6E.

Acclaimed author Richard Daft helps students explore the latest thinking in leadership theory and contemporary practices at work within organizations throughout the world. Students will examine emerging topics, including enhancement of emotional intelligence, leadership vision and courage, leadership of virtual teams, and open innovation, and will connect those topics to recent world events such as ethical scandals and political turmoil. Packed with memorable examples and unique insights into actual leadership decisions, this full-color text includes crisp, clear visuals to reinforce the book's engaging presentation. This edition's proven applications, specifically designed for today's leadership theory and applications course, and a solid foundation grounded in established scholarly research make the topic of leadership come alive for students. Important Notice: Media content referenced within the product description or the product text may not be available in the ebook version.

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opportunities to extend learning. Important Notice: Media content referenced within the product description or the product text may not be available in the ebook version.

Organizational Culture and Leadership - Edgar H. Schein 2010-07-16

Regarded as one of the most influential management books of all time, this fourth edition of Leadership and Organizational Culture transforms the abstract concept of culture into a tool that can be used to better shape the dynamics of organization and change. This updated edition focuses on today's business realities. Edgar Schein draws on a wide range of contemporary research to redefine culture and demonstrate the crucial role leaders play in successfully applying the principles of culture to achieve their organizational goals.

Introduction to Emergency Management - Jane A. Bullock

2013-09-23

Introduction to Emergency Management, Fifth Edition, offers a fully up-to-date analysis of US emergency management principles. In addition to

expanding coverage of risk management in a time of climate change and terrorism, Haddow, Bullock, and Coppola discuss the impact of new emergency management technologies, social media, and an increasing focus on recovery. They examine the effects of the 2012 election results and discuss FEMA's controversial National Flood Insurance Program (NFIP). Introduction to Emergency Management, Fifth Edition, gives instructors and students the best textbook content, instructor-support materials, and online resources to prepare future EM professionals for this demanding career. Introduction to FEMA's Whole Community disaster preparedness initiative Material on recent disaster events, including the Boston Marathon Bombing (2013), Hurricane Sandy (2012), the Joplin Tornado (2011), the Haiti Earthquake (2011), and the Great East Japan Earthquake (2010) New and updated material on the Department of Homeland Security and the ongoing efforts of the emergency management community to manage terrorism hazards Top-of-the-line ancillaries that can be uploaded to Blackboard and other course management systems.