

January - March 2023
New Titles Update

BUSINESS & MANAGEMENT



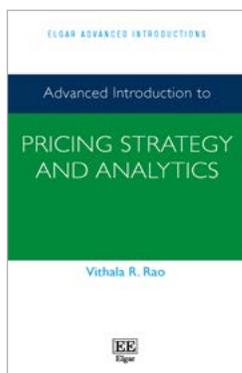
BUSINESS & MANAGEMENT TITLES, JANUARY - MARCH 2023

TEXTBOOK

Advanced Introduction to Pricing Strategy and Analytics

Vithala R. Rao, Cornell University, US

This *Advanced Introduction* explores strategies of pricing products (goods and services) that can be employed by a firm. The analytical techniques and data necessary for implementing the pricing strategies are described in an easy-to-understand manner, along with examples. Pricing strategies covered include cost-plus, reference value pricing, product line pricing, pricing product bundles, pricing over time, pricing under competition, and subscription pricing.



Jan 2023 320 pp Hardback 978 1 78811 007 5 £85.00 / \$120.00
Jan 2023 Paperback 978 1 78811 009 9 £21.95 / \$32.95

Elgar Advanced Introductions series
Examination copies available on publication

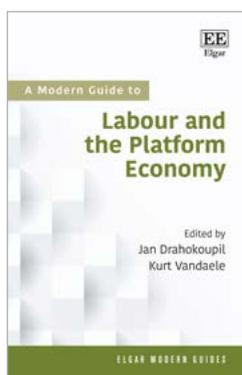
NEW IN PAPERBACK

A Modern Guide To Labour and the Platform Economy

Edited by Jan Drahokoupil and Kurt Vandaele, European Trade Union Institute, Belgium

'Here's everything you need to know about the platform economy and workers - and perhaps hadn't even thought of asking - in this comprehensive Modern Guide. It covers emerging trends, particular cases, regulatory issues and much else, and is likely to become an essential guide for researchers and policy makers.'

– Jayati Ghosh, University of Massachusetts Amherst, US



2021 384 pp Hardback 978 1 78897 509 4 £137.00 / \$195.00
Jan 2023 Paperback 978 1 0353 1210 8 £42.00 / \$60.00

eBook • Elgaronline
Elgar Modern Guides

NEW IN PAPERBACK

Handbook of Research Methods for Organisational Culture

Edited by Cameron Newton and Ruth Knight, Queensland University of Technology, Australia

'The Handbook of Research Methods for Organisational Culture provides an excellent balance of breadth and depth with luminary insights from some of the most respected pioneers in organisational culture research.'

– Chad Hartnell, Georgia State University, US

2022 336 pp
Hardback 978 1 78897 625 1 £170.00 / \$245.00
Feb 2023 Paperback 978 1 0353 1340 2 £37.00 / \$55.00
eBook • Elgaronline



NEW IN PAPERBACK

Handbook of Research Methods for Marketing Management

Edited by Robin Nunkoo, Viraiyan Teeroovengadam, University of Mauritius and Christian M. Ringle, Hamburg University of Technology, Germany

'The Handbook takes an up-to-date and fresh look at a variety of topics quite relevant in business research. In particular, it not only provides updates for many traditionally covered topics, but also extends to other areas often overlooked in the past thereby expanding researchers' methodological toolbox. The balance in topics emphasizing not just the role of quantitative methods but also qualitative and mixed methods is unique compared to other books published in the last few decades. Students and faculty will appreciate this book in a variety of methods-oriented courses. Congratulations on this useful, applied book!'

– Joe Hair, University of South Alabama, US

2021 392 pp Hardback 978 1 78897 694 7 £163.00 / \$231.00
March 2023 Paperback 978 1 0353 1549 9 c £44.00 / c \$63.00

eBook • Elgaronline • Handbooks of Research Methods in Management series



NEW IN PAPERBACK
Handbook of Research on Creativity and Innovation

Edited by Jing Zhou, Rice University and Elizabeth D. Rouse, Boston College, US

'This outstanding Handbook brings together leading scholars who show us, across different levels of analysis and methodological approaches, how creativity and innovation relate to topics as diverse as leadership, social networks, and loneliness. The intersection of different research trajectories is woven throughout. The book is structured to provide foundations for understanding existing research, social contexts in which creativity and innovation occur, and directions for future work. This volume captures the current universe of leading ideas concerning a vital research area.'

– Martin Kilduff, University College London, UK

2021 352 pp Hardback 978 1 78897 726 5 £174.00 / \$252.00
 March 2023 Paperback 978 1 0353 1550 5 c £39.00 / c \$63.00
 eBook • Elgaronline • Research Handbooks in Business and Management series



NEW IN PAPERBACK
Handbook on Alternative Theories of Innovation

Edited by Benoît Godin, Institut National de la Recherche Scientifique, Montréal, Canada, Gérald Gaglio, University Côte d'Azur, France and Dominique Vinck, University of Lausanne, Switzerland

'This Handbook truly deserves its designation as such. It provides a comprehensive and multi-faceted overview of different conceptual meanings, theories, usages and interpretations of "innovation". Far beyond the most familiar association with technology and industry, the reader is introduced to "social", "responsible", "sustainable", "disruptive" and other variations of innovation, their respective rationales, theoretical underpinnings, philosophical and policy implications. This collection of contributions by well-respected authors is a fascinating and unique attempt to capture the many paths covered by "innovation" as a traveling concept.'

– Peter Weingart, Bielefeld University, Germany

2021 432 pp Hardback 978 1 78990 229 7 £200.00 / \$294.00
 March 2023 Paperback 978 1 0353 1553 6 c £44.00 / c \$63.00
 eBook • Elgaronline



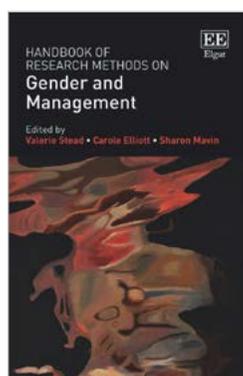
NEW IN PAPERBACK
Handbook of Research Methods on Gender and Management

Edited by Valerie Stead, Lancaster University, Carole Elliott, The University of Sheffield and Sharon Mavin, Newcastle University, UK

'This Handbook fills a much needed gap in methods and methodologies for those engaged in gender and intersectionality research in management studies. The contents cover traditional and novel approaches for those interested in giving voice to equity deserving groups who are overlooked, invisible and marginalized in management studies. It is a must have resource for all gender scholars.'

– Gina Grandy, University of Regina, Canada

2021 352 pp Hardback 978 1 78897 792 0 £155.00 / \$221.00
 March 2023 Paperback 978 1 0353 1551 2 c £39.00 / c \$63.00 • eBook • Elgaronline



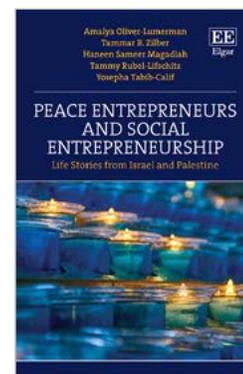
NEW IN PAPERBACK
Peace Entrepreneurs and Social Entrepreneurship

Life Stories from Israel and Palestinians

Amalya Oliver-Lumerman, Tammar B. Zilber, Hebrew University of Jerusalem, Haneen Sameer Magadlah Baqa Algrbiah, Tammy Rubel-Lifschitz and Yosepha Tabib-Calif, Hebrew University of Jerusalem, Israel

This timely book comprises detailed personal narratives of entrepreneurs who have worked towards peace in the Israeli–Palestinian conflict. It begins by offering an innovative framework of analysis based on scientific knowledge about social entrepreneurs, defining 'peace entrepreneurship' and mapping its unique characteristics. It also explains the narrative methodology used, and provides a short history of the conflict in the region.

2021 264 pp Hardback 978 1 78990 628 8 £105.00 / \$147.00
 March 2023 Paperback 978 1 0353 1555 0 c £30.95 / c \$45.00
 eBook • Elgaronline



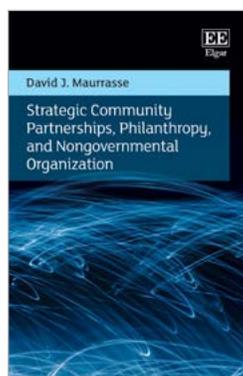
NEW IN PAPERBACK
Strategic Community Partnerships, Philanthropy, and Nongovernmental Organization

David J. Maurrasse, Marga Incorporated; Earth Institute and Columbia University, US

'As this volume trenchantly documents, our world faces the ravages of a perfect storm, shedding a glaring light on the disparate impact in our local communities of long-standing systemic racism, continually widening wealth gaps, and a raging global pandemic. Under this spotlight, the urgency and timeliness of strategic, cross-sector sustainable partnerships among organizations anchored in place, undergirded by enlightened philanthropy, and committed to moving the needle on the public good, could not be clearer. By documenting the efforts of ten such partnerships-in-place, spanning localities across the US and the globe, David Maurrasse brings home forceful shared lessons for progress.'

– Nancy Cantor, Rutgers University-Newark, US

2021 168 pp Hardback 978 1 78897 907 8 £79.00 / \$110.00
 Jan 2023 Paperback 978 1 0353 1212 2 £22.95 / \$35.00 • eBook • Elgaronline



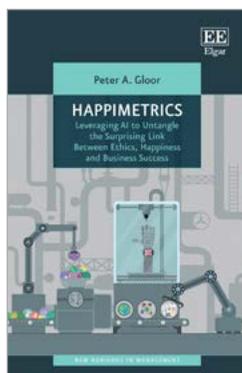
NEW IN PAPERBACK

Happimetrics

Leveraging AI to Untangle the Surprising Link Between Ethics, Happiness and Business Success

Peter A. Gloor, Massachusetts Institute of Technology, Center for Collective Intelligence, US, University of Cologne, Germany and Galaxyadvisors AG

Based on 20 years of research, this book lays out a proven and tested method for reaching the goal of employee happiness, analyzing individuals' communication patterns, and making them self-aware by mirroring their behaviour back to them in a privacy-respecting way. In doing so, Peter A. Gloor introduces artificial intelligence-based methods to identify personality, moral values, and ethics of individuals based on their body language and interaction with others.

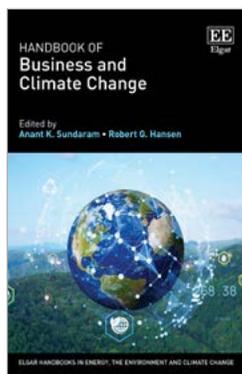


2022 236 pp Hardback 978 1 80392 401 4 £85.00 / \$125.00
 Jan 2023 Paperback 978 1 0353 1215 3 £27.95 / \$41.95 • eBook • Elgaronline
 New Horizons in Management series

Handbook of Business and Climate Change

Edited by Anant K. Sundaram and Robert G. Hansen, Dartmouth College, US

Summarizing the current state of knowledge on the links between business and climate change, this timely Handbook analyzes how businesses contribute to and are affected by climate change, looking closely at their centrality in developing and deploying solutions to address this problem. Contributions from a global collection of scholars and practitioners explore a broad range of key industries' impacts and responses to climate change, examining corporate strategy and leadership in the climate economy, functional perspectives and corporate practice, and climate finance.



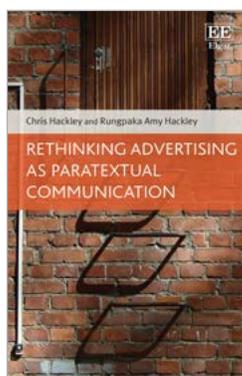
Jan 2023 562 pp Hardback 978 1 83910 299 8 £225.00 / \$325.00
 eBook • Elgaronline
 Elgar Handbooks in Energy, the Environment and Climate Change

NEW IN PAPERBACK
Rethinking Advertising as Paratextual Communication

Chris Hackley, Royal Holloway University of London and Rungpaka Amy Hackley, Birkbeck University of London, UK

'Innovative, exemplary, outstanding, Hackley and Hackley are the Rolls and Royce, the Moët and Chandon, the Dolce and Gabbana of paratextual communication. Their book's an investment you can't afford to ignore'

– Stephen Brown, Ulster University, UK



2022 160 pp
 Hardback 978 1 80088 261 4 £70.00 / \$99.00
 Jan 2023 Paperback 978 1 0353 1213 9 £22.95 / \$35.00 • eBook • Elgaronline
 Rethinking Business and Management series

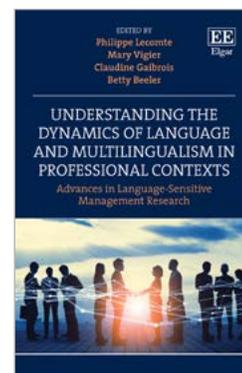
Understanding the Dynamics of Language and Multilingualism in Professional Contexts

Advances in Language-Sensitive Management Research

Edited by Philippe Lecomte, Toulouse Business School, Mary Vigier, ESC Clermont Business School, France, Claudine Gaibrois, Bern University of Applied Sciences, Business School and University of St. Gallen, Switzerland and Betty Beeler, Ecole Supérieure de Commerce, Saint-Etienne, France

'The editors have compiled empirically grounded chapters which utilize new theoretical perspectives, demonstrate cultural and political sensitivities about language use in organizational contexts and beyond. Such a collection is no mean feat to achieve and editors and authors are to be congratulated for this important and innovative book.'

– Susanne Tietze, Sheffield Hallam University, UK



Jan 2023 250 pp Hardback 978 1 78990 677 6 £100.00 / \$145.00
 eBook • Elgaronline

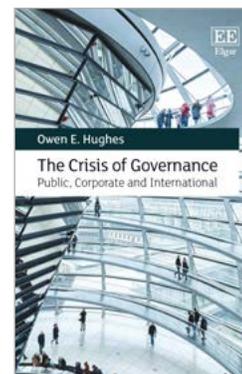
NEW IN PAPERBACK
The Crisis of Governance

Public, Corporate and International

Owen E. Hughes, Curtin University, Australia

'In his latest book, Hughes takes readers on a sweeping tour of the crisis of governance confronting us. Exploring a range of historical and contemporary themes, Hughes stakes out a fascinating argument about the criticality of governance and why its revival is central to our shared futures.'

– Janine O'Flynn, University of Melbourne, Australia



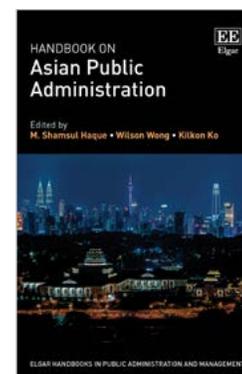
Jan 2023 192 pp
 Hardback 978 1 83910 329 2 £80.00 / \$115.00
 Jan 2023 Paperback 978 1 83910 331 5 £23.95 / \$33.95 • eBook • Elgaronline

Handbook on Asian Public Administration

Edited by M. Shamsul Haque, National University of Singapore, Singapore, Wilson Wong, Chinese University of Hong Kong and Kilkon Ko, Seoul National University, Korea

'This book edited by Professors Haque, Wong and Ko is an admirable new adventure to tease out complex and dynamic public administration practices in East, South, and Southeast Asia, exhibiting the evolving paths and frontier issues and debating their connections to West-based administrative practices and theories.'

– Yijia Jing, Fudan University, China

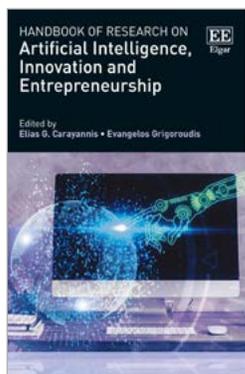


Jan 2023 368 pp Hardback 978 1 83910 478 7 £185.00 / \$265.00
 eBook • Elgaronline
 Elgar Handbooks in Public Administration and Management

Handbook of Research on Artificial Intelligence, Innovation and Entrepreneurship

Edited by Elias G. Carayannis, George Washington University, US and Evangelos Grigoroudis, Technical University of Crete, Greece

The *Handbook of Research on Artificial Intelligence, Innovation and Entrepreneurship* focuses on theories, policies, practices, and politics of technology innovation and entrepreneurship based on Artificial Intelligence (AI). It examines when, where, how, and why AI triggers, catalyzes, and accelerates the development, exploration, exploitation, and invention feeding into entrepreneurial actions that result in innovation success.



Feb 2023 c 490 pp Hardback 978 1 83910 674 3 £210.00 / \$305.00
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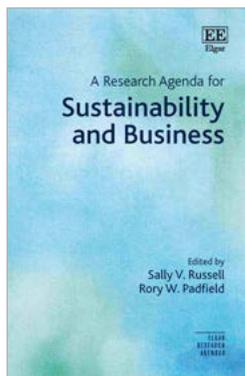
Research Handbooks in Business and Management series

A Research Agenda for Sustainability and Business

Edited by Sally V. Russell, University of Leeds and Rory W. Padfield, University of Leeds, UK and Universiti Teknologi, Malaysia (UTM)

'Sustainability asks profound questions of contemporary businesses that cannot be answered through business-as-usual approaches, economists' tendency to assume away unfortunate things, or by analyses limited to individual firms. This book resets the business and sustainability research agenda through a refreshingly multi-level perspective on key issues including supply-chains, post-pandemic resilience, degrowth and low-carbon transitions. A must-read to grasp the challenging future now unfolding for business.'

– Ken Peattie, Cardiff University, UK

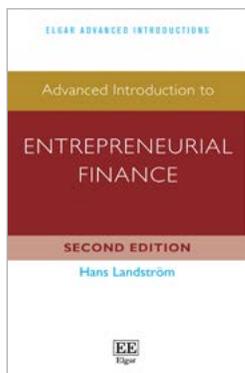


Feb 2023 c 272 pp Hardback 978 1 83910 770 2 £105.00 / \$150.00
eBook • Elgaronline • Elgar Research Agendas

TEXTBOOK
Advanced Introduction to Entrepreneurial Finance

Hans Landström, Lund University, Sweden 'This book makes a significant contribution to the literature on entrepreneurial finance. It provides a comprehensive review of both the demand for, and supply of, debt and equity finance. Theory and empirical evidence are both discussed in detail. This second edition includes important new content on the changing financial landscape. I recommend that anyone who is developing a course on entrepreneurial finance should base the structure and content of their teaching around this book. It is essential reading for courses on entrepreneurial finance.'

– Colin Mason, University of Glasgow, UK



Feb 2023 c 250 pp Hardback 978 1 80037 164 4 £90.00 / \$130.00
Feb 2023 Paperback 978 1 80037 166 8 £21.95 / \$32.95
Elgar Advanced Introductions series
Examination copies available on publication

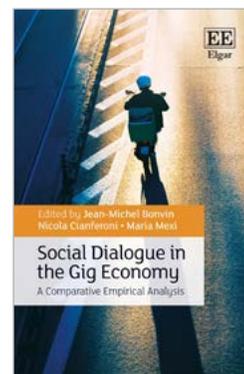
Social Dialogue in the Gig Economy

A Comparative Empirical Analysis

Edited by Jean-Michel Bonvin, Nicola Cianferoni, University of Geneva, Switzerland and Maria Mexi, Albert Hirschman Centre on Democracy, Graduate Institute of International and Development Studies, Switzerland and International Labour Organization

'This is an excellent collection of research on the gig economy, providing much-needed comparative analysis that is too often missing from the literature. Throughout the collection, there are chapters that will appeal to students, academics, and practitioners who are interested in understanding the gig economy today.'

– Jamie Woodcock, The Open University, UK



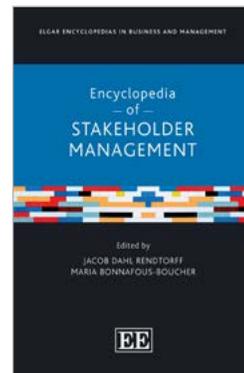
Jan 2023 172 pp Hardback 978 1 80037 236 8 £80.00 / \$120.00
eBook • Elgaronline

Encyclopedia of Stakeholder Management

Edited by Jacob Dahl Rendtorff, Roskilde University, Denmark and Maria Bonnafous-Boucher, Professor in International Strategy and Strategy Advisor to the Director-General for Higher Education of the French Government, Paris, France

'A century has passed since Cassirer first called for all of Western philosophy – largely undisturbed from Euclid until Einstein's Theory of Relativity – to be tested anew. Few concepts have contributed so practically and effectively to a complex systems understanding of organisations and society, than stakeholder theory. Such an outcome might easily be congruent with strands of Ed Freeman's openly pragmatist approach. In this encyclopedic, revised companion volume and through 81 expert, scholarly entries, Jacob Dahl Rendtorff and Maria Bonnafous-Boucher marshal a collective tour de force. This book presents an effective deconstruction of the manifold, complex, and inseparable stakeholder themes that overwrite defunct, neo-classical logic, agency theory and shareholder primacy. Compelling and comprehensive stakeholder reference material for scholars, students and professionals.'

– David Bevan, St Martin's Institute of Higher Education, Malta



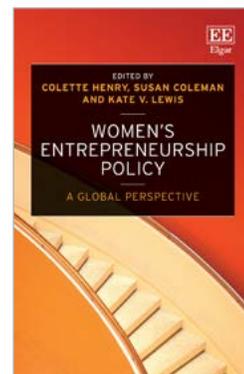
Feb 2023 c 528 pp Hardback 978 1 80037 423 2 £240.00 / \$345.00
eBook • Elgaronline • Elgar Encyclopedias in Business and Management series

Women's Entrepreneurship Policy
A Global Perspective

Edited by Colette Henry, Adjunct Professor, Griffith University, Susan Coleman, Professor Emerita, University of Hartford, US and Kate V. Lewis, Newcastle University, UK

'Well thought-out, illustrative and opportune! This outstanding collection of chapters positively influences the future of the women's entrepreneurship research agenda and outlines new pathways for entrepreneurship policy formation, enrichment and delivery. A must-read for policy makers and scholars around the globe.'

– Rosa Nelly Trevinyo-Rodríguez, Trevinyo-Rodríguez & Associates, México



Jan 2023 266 pp Hardback 978 1 80037 464 5 £100.00 / \$145.00
eBook • Elgaronline

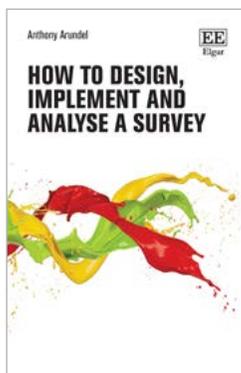
OPEN ACCESS

How to Design, Implement and Analyse a Survey

Anthony Arundel, UNU-MERIT, the Netherlands

'This is a much-needed book. It provides a complete and detailed overview of all practical steps that are required for setting-up, executing and analysing a survey of firms and other organisations. The clear and non-technical language makes the book highly accessible also to readers not experienced in survey techniques. Everyone planning to conduct a survey should consult this book.'

– Christian Rammer, Centre for European Economic Research (ZEW), Germany



March 2023 c 164 pp Hardback 978 1 80037 616 8 c £75.00 / c \$110.00
eBook • Elgaronline • How to Research Guides

Handbook of Gender and Technology

Environment, Identity, Individual

Edited by Eileen M. Trauth, The Pennsylvania State University and Jeria L. Quesenberry, Carnegie Mellon University, US

'Professors Trauth and Quesenberry pull together the most up-to-date and comprehensive view of gender imbalance in the IT field that I am aware of. This is a timely infusion of what has been learned to date and why interventions to create more balance do and do not work. Given recent discussions in the Information Systems academic community, this should provide a wonderful resource to elevate the conversation from wheel spinning to serious action taking.'

– Fred Niederman, St. Louis University, US



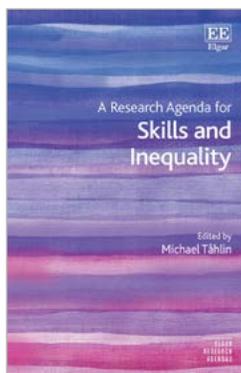
Feb 2023 c 448 pp Hardback 978 1 80037 791 2 £200.00 / \$290.00
eBook • Elgaronline • International Handbooks on Gender series

A Research Agenda for Skills and Inequality

Edited by Michael Tählin, Stockholm University, Sweden

'While the concept of skill is central to explanations of inequality, disciplinary boundaries have hampered a full understanding of this relationship. This timely volume fills the gap by bringing together insights from experts in diverse disciplines that together provide the basis for an exciting research framework on this vital topic.'

– Arne L. Kalleberg, University of North Carolina at Chapel Hill, US

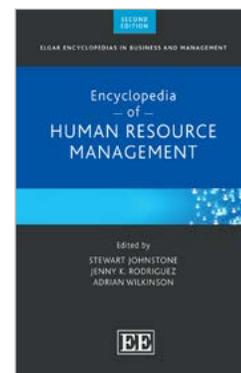


March 2023 c 288 pp Hardback 978 1 80037 845 2 c £100.00 / c \$145.00
eBook • Elgaronline • Elgar Research Agendas

Encyclopedia of Human Resource Management

Edited by Stewart Johnstone, University of Strathclyde, Jenny K. Rodriguez, The University of Manchester, UK and Adrian Wilkinson, Griffith University, Australia and University of Sheffield, UK

Thoroughly revised and updated to include contemporary terms that have gained importance such as furlough, unconscious bias, platform work, and Great Resignation, this second edition of the *Encyclopedia of Human Resource Management* is an authoritative and comprehensive reference resource comprising almost 400 entries on core HR areas and concepts.



Feb 2023 c 476 pp Hardback 978 1 80037 883 4 £250.00 / \$355.00
eBook • Elgaronline

Elgar Encyclopedias in Business and Management series

Research Handbook on Complex Project Organizing

Edited by Graham M. Winch, Alliance Manchester Business School, UK, Maude Brunet, HEC Montréal, Canada, Dongping Cao, Tongji University, China

'Modern projects, whether undertaken by public organizations for societal benefit or private firms for commercial advantage, pose a genuine challenge for their sponsors, who often discover belatedly that their technical challenges are quickly eclipsed by other layers of complexity involved in managing myriad stakeholders (team members, cooperating organizations, public advocacy groups, and so forth). The more we can identify – in advance – the combination of technical and behavioral challenges to be addressed and begin to formulate the best means to respond to these challenges, the greater the likelihood our projects will realize their often lofty goals. Professors Winch, Brunet, and Cao have created a singularly valuable book that comes at a welcome and opportune moment, as public and private sector money to be spent on projects continues to balloon. The work of three acknowledged, world-class thinkers on project management, Research Handbook on Complex Project Organizing is destined to be an immediate and significant addition to the literature and current managerial practice. Its arrival is both timely and of critical importance to our deeper understanding of project management challenges in the twenty-first century.'

– Jeffrey K. Pinto, The Pennsylvania State University, US



Jan 2023 422 pp Hardback 978 1 80088 027 6 £195.00 / \$280.00
eBook • Elgaronline

Research Handbooks in Business and Management series

Research Handbook on Accounting and Ethics

Edited by Marion Brivot, Université Laval and Charles H. Cho, York University, Canada

'The expansion of ethical discussions within the accounting field has been notable, making accounting one of the key areas of growth for theoretical innovation in ethics. This volume brings together diverse ethical stakes of accounting, from a wide ranging and globally inclusive perspective, and is impressive in its scope and depth. Both academically insightful and relevant to practitioners and civil society actors, the volume is likely to appeal to diverse stakeholders from within and outside academia.'

– Gazi Islam, Grenoble Ecole de Management, France



March 2023 c 384 pp Hardback 978 1 80088 101 3 c £180.00 / c \$260.00
eBook • Elgaronline

Research Handbooks in Accounting series

How to Conduct Qualitative Research in Social Science

Edited by Pranee Liamputtong, VinUniversity, Vietnam

Explaining both the theoretical and practical aspects of doing qualitative research, the book uses examples from real-world research projects to emphasise how to conduct qualitative research in the social sciences. Pranee Liamputtong draws together contributions covering qualitative research in cultural and medical anthropology, sociology, gender studies, political science, criminology, demography, economic sciences, social work, and education.



Jan 2023 246 pp Hardback 978 1 80037 618 2 £100.00 / \$145.00
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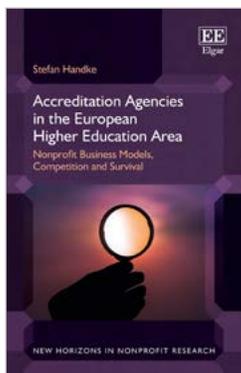
How to Research Guides Accreditation Agencies in the European Higher Education Area

Nonprofit Business Models, Competition and Survival

Stefan Handke, University of Applied Sciences, Germany

'This is an interesting book, which is a valuable contribution to the literature on QA in higher education. The use of economic and business insights are relevant for the sector of HE. They lead to challenging thoughts on chances for QA-agencies to play a meaningful role in developing a stronger EHEA.'

– Karl Dittrich, President of EQAR, Belgium



Feb 2023 c 178 pp Hardback 978 1 80088 124 2 £80.00 / \$115.00
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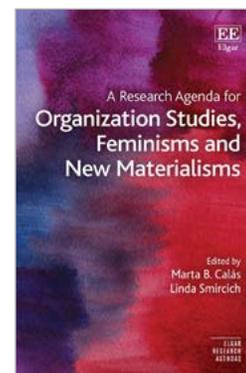
New Horizons in Nonprofit Research series

A Research Agenda for Organization Studies, Feminisms and New Materialisms

Edited by Marta B. Calás and Linda Smircich, University of Massachusetts, Amherst, US

'Feminisms are indispensable to new materialisms, though the field of management studies prefers to forget it. This volume flies in the face of that erasure with an eclectic mix of essays that disrupt what management research and education are becoming. The result is both deeply unsettling and hopeful—an urgent call to know and do otherwise with our ailing world.'

– Karen Lee Ashcraft, University of Colorado Boulder, US



Jan 2023 214 pp Hardback 978 1 80088 126 6 £90.00 / \$130.00
eBook • Elgaronline
Elgar Research Agendas

Space and Organizing

On Spatial Agencing

Edited by Gustavo Guzman, Griffith University, Australia, Andreas Diedrich, University of Gothenburg, Sweden and Franck Cochoy, University of Toulouse Jean Jaurès, and Institut Universitaire de France, France

'One of the greatest challenges of our time is to get rid of the conception of space as a given passive décor. As this book brilliantly demonstrates, the notion of spatial agencing provides powerful tools to explore the joint formation of space, time and subjectivities and to understand how globalization means integration as well as fragmentation.'

– Michel Callon, École des mines de Paris, France

This timely book explores how space emerges as people attempt to organize and reorganize their everyday activities. From the workplace to the internet, geographical districts to international development projects, it offers new insights on how created spaces enable further activities as the organizing process evolves.

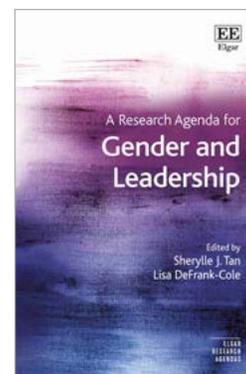
March 2023 c 208 pp Hardback 978 1 80088 155 6 c £90.00 / c \$130.00
eBook • Elgaronline

A Research Agenda for Gender and Leadership

Edited by Sherylle J. Tan, Claremont McKenna College and Lisa DeFrank-Cole, West Virginia University, US

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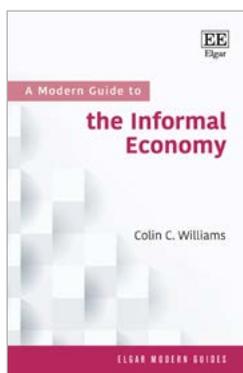
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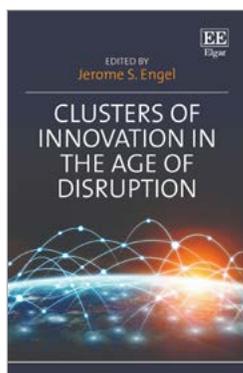
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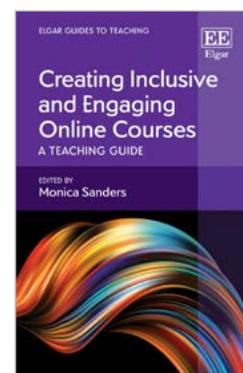
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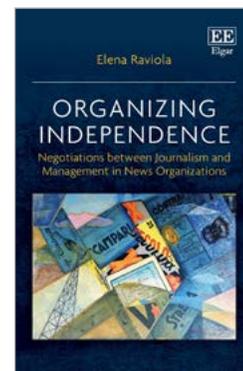
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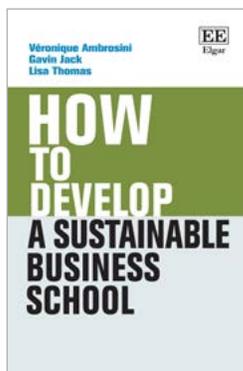
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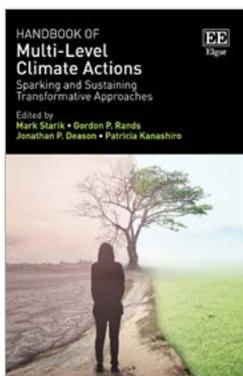
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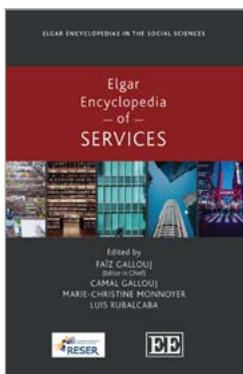


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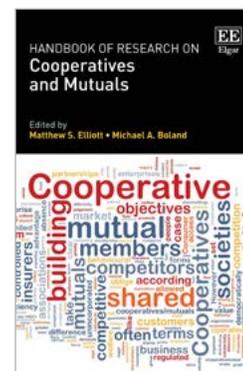
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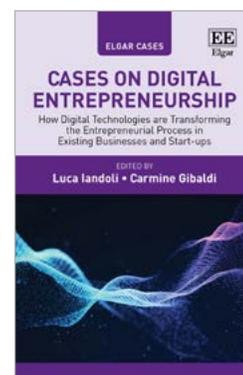
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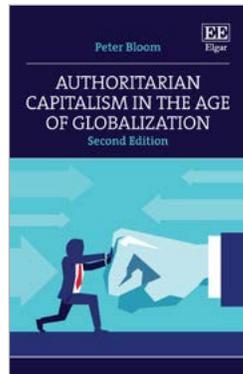


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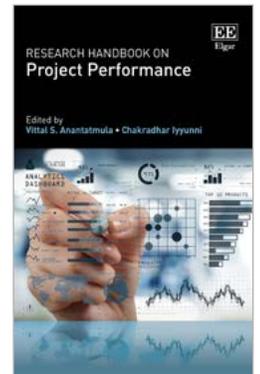
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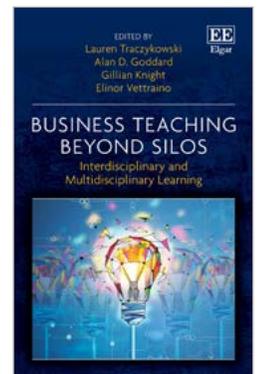
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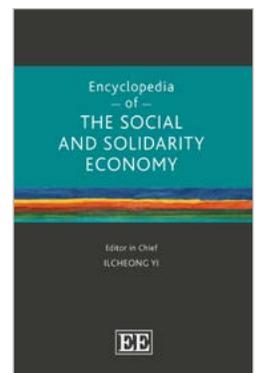
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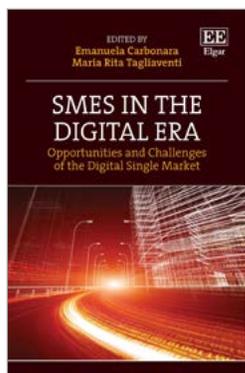
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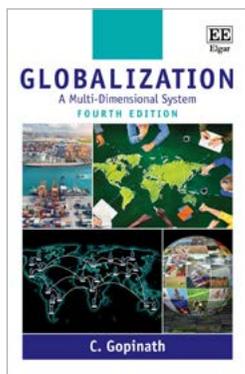
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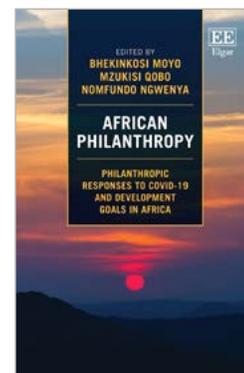
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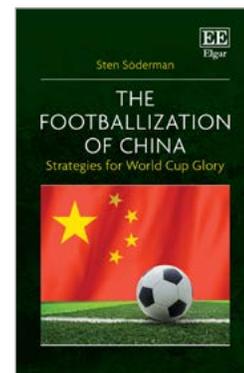
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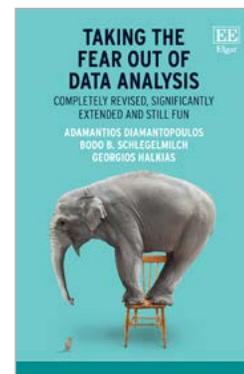
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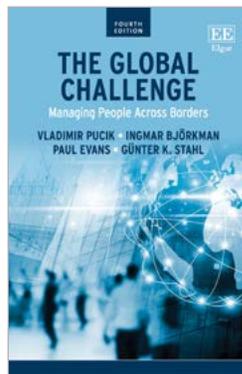
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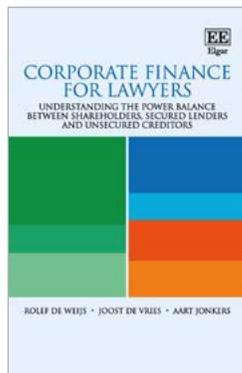
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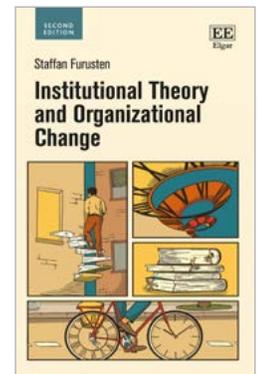
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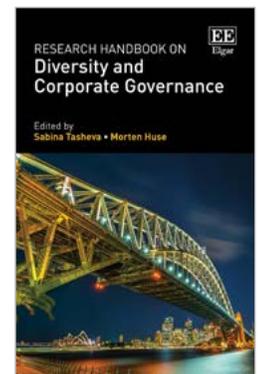
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