

Organisational Transformation In The Russian Oil Industry

In Building Sustainable Competitive Advantage Dharendra Kumar shows how the Enterprise Excellence (EE) philosophy is a holistic approach for leading an enterprise to total excellence. It does this by focussing on achieving sustainable significant growth in revenue and profitability, reducing the business cycle time, strategically managing the enterprise risk and focusing on the needs of the customer. There may be various organizations within an enterprise but they must all focus on meeting or exceeding customer needs. Therefore, EE is an integrated approach affecting every employee, every functional area and strategy within the organization. Enterprise risk must be identified, assessed and prioritized; developing a growth strategy proposal which leadership has to execute in order to achieve goals. As business leaders spearhead the efforts, they must minimize, monitor and control the probability and/or impact of unfortunate events and maximize the realization of opportunities. The achievements in Enterprise Excellence can range from greater cost efficiencies, improved market perceptions, fundamental changes to markets, to new product and service offerings. There may also be significant upgrades in skills, technology, and business strategies. The scope of Enterprise Excellence can also range from operations activities, to business functions, to overall organization and to the enterprise as a whole. Building Sustainable Competitive Advantage is a comprehensive reference book for practising professionals, teaching faculty, and students alike.

Until the dramatic fall of Communist regimes in the East placed the possibility of revolution on the agenda once again, sudden and decisive political change had appeared a largely anachronistic phenomenon in Europe. Looking back over the twentieth century, it is plausible to argue that the twentieth, rather than the nineteenth, has been the 'most revolutionary of centuries'. In this volume, leading specialists from a variety of disciplines examine the changing and conflicting meanings of revolution in modern and contemporary Europe. Contributions include both broad essays on the global and historical context of European revolution and specific case studies reinterpreting a variety of revolutionary experiences.

This 2006 edition of OECD's periodic review of the Russian economy finds an economy enjoying robust growth, but requiring strengthening of the macroeconomic framework to sustain that growth. Public administration urgently needs reform and raising ...

This study analyses enterprise development and entrepreneurship and their relationship with the state and market building in Russia. It focuses on continuities and changes in the factory regime, drawing on existing literature and the author's own research and evaluation.

It is a widely held idea that Russia has completed its revolution which brought down the Soviet economy, and that many companies after privatisation work as typical western companies. Another belief is that Russia has adopted a market economy but then reverted to authoritarianism. With these two ideas in mind, this book discusses the suggestion that the key element of post-Soviet economic and political reforms in the last two decades was the redistribution of assets from the state to oligarchs and the new elite. It looks at why most Russian companies could not achieve strong long-run corporate performance by analysing in detail a range of different Russian companies. The book is a useful tool for understanding the future prospects for Russian business.

This book examines the development of big business in Russia since the early 1990s, explaining how post-Soviet enterprises - many of which made little sense as business units - were restructured into functional firms. It includes detailed case studies of three leading companies: Yukos Oil Company, Siberian (Russian) Aluminium and Norilsk Nickel. **MARKETING STRATEGY** 6th edition emphasizes teaching students to think and act like marketers. It presents strategy from a perspective that guides strategic marketing management in the social, economic, and technological arenas in which businesses function today--helping students develop a customer-oriented market strategy and market plan. Its practical approach to analyzing, planning, and implementing marketing strategies is based on the creative process involved in applying marketing concepts to the development and implementation of marketing strategy. An emphasis on critical thinking enables students to understand the essence of how marketing decisions fit together to create a coherent strategy. Well-grounded in developing and executing a marketing plan, the text offers a complete planning framework, thorough marketing plan worksheets, and a comprehensive marketing plan example for students to follow. Available with InfoTrac Student Collections <http://goengage.com/infotrac>.

The rapid international expansion of Chinese enterprises since the 1990s has attracted considerable attention in scholarly and policy circles. This book sheds fresh light on the phenomenon by explaining its determinants using the analytical lens of international business theory. The author focuses in particular on how Chinese firms interact with the institutional environment both at home and abroad. Drawing upon evidence and analysis from official statistics, Hinrich Voss concludes that the institutional change and market imperfections in China, combined with host country effects and the mediating role of trans-border social and business networks, are key facilitators of the rise of Chinese multinationals. This book provides the most up-to-date analysis of the determinants of Chinese outward foreign direct investments, and will appeal to academics with an interest in international business and management, as well as those researching China specifically and Asian business more broadly. Postgraduate students in international business, Asian business studies and international relations will find this book invaluable, as will practitioners dealing with Chinese multinational enterprises.

There is an ever-burgeoning number of books analyzing the Russian experience, or aspects of it. This Handbook is the first single volume which gives both a broad survey of the literature as well as highlighting the cutting edge research in the area. Through both empirical data and theoretical investigation each chapter in the Routledge Handbook Russian of Politics and Society examines both the Russian experience and the existing literature, points to research trends, and

identifies issues that remain to be resolved. Offering focused studies of the key elements of Russian social and political life, the book is organized into the following broad themes: General introduction Political institutions Political Economy Society Foreign Policy Politically, economically, and socially, Russia has one of the most interesting development trajectories of any major country. This Handbook seeks to answer questions about democratic transition, the relationship between the market and democracy, stability and authoritarian politics, the development of civil society, the role of crime and corruption, and the creation of a market economy. Providing a comprehensive resource for scholars and policy makers alike, this book is an important contribution to the study of Russian Studies, Eastern European studies, and International Relations.

This timely book provides a comprehensive overview of the geographical, historical, political, cultural, and geostrategic factors that drive Russia today. Explaining Russia's perspective, it offers a much-needed analysis that will help readers understand how the country deals with its domestic issues and how these influence Russian foreign policy.

"Narratives of Organisational Change and Learning" investigates change and learning through the comparative and contextual analysis of organisational stories. It focuses on how organisational actors make sense of and learn from profound change as exemplified by three manufacturing firms from Britain, South Africa and Russia. The interaction between organisational change and wider social, economic and political changes in the organisations' environments and their impact on the organisational actors' identity is examined. The book also explores the complex responses to organisational change epitomised by patterns of stories prevalent in each of the three organisations, as well as the important insights into often unacknowledged narrative processes of learning which result from profound change. This book examines Russia's capacity to respond to a changing world through the lens of the country's oil industry. Against a backdrop of social, political and climatic change, Indra Overland and Nina Poussenkova present a systematic analysis of how modern energy developments in the form of shale oil, offshore oil and the global energy transition are handled.

The economic power of Brazil, Russia, India and China (BRICs) is rapidly increasing, changing the landscape of global economics and politics. Top scholars of international business address in this vital volume the markets, strategy implications, challenges and possibilities of this new economic reality. As these four nations acquire greater economic clout, the opportunities for other countries increase. The contributors describe the favorable circumstances these evolving economies could provide for the US and other countries, such as expanded markets and services, higher returns on investments, and new partners in building a more peaceful and prosperous world. In contrast, they also discuss risks to traditional industries and possible challenges to positions on human rights and intellectual property protections, environmental standards, free markets and democratic governments. The volume emphasizes the need for companies to adopt strategies to stay ahead in the changing business environment. Governments must also design and implement new policies geared toward mutually beneficial relationships with BRICs. This enlightening study will be of great interest to students and scholars of international business. Executives of large companies will find it of great practical use when planning their organization's future strategies.

This proceedings book presents a comprehensive view of "smart" technologies and perspectives of their application in various areas of economic activity. The authors of the book combined the results of the cutting-edge research on the topic of "smart" technologies in the digital economy and Industry 4.0 and developed a unified scientific concept. The current experience has been considered, and the prospects for the application of "smart" technologies in society to promote social advance have been identified. "Smart" technologies in public administration and law, as well as the experience in development of e-government, have been examined. "Smart" technologies in business activity have been studied, and the transition from digital business to business 4.0 has been justified. The book contains the collection of the best works following the results of the 13th International Research-to-Practice Conference "Smart Technologies" for society, state and economy which was run by the Institute of Scientific Communications (ISC) and was held on July 2–3, 2020. The target audience of this book includes researchers investigating fundamental and applied problems of development of "smart" technologies, as well as concerned parties outside the academic community, in particular, representatives of the digital society, high-tech business entities and officials regulating the digital economy and Industry 4.0.

The mainstream perception of Russian business today is framed by images of wild capitalism and a Dutch-diseased resource-dependent economy with poorly functioning rules and institutions. Despite the continued relevance of these issues in the current environment, readers of this book will discover that business in Russia has undergone a remarkable transformation. Important characteristics of the contemporary Russian business climate include the rise of a new generation of Russian business leaders and entrepreneurs, a variety of innovative and adaptive business strategies developed to respond to the increasingly VUCA world, a confident middle class with significant purchasing power, as well as a surprising level of integration in the world economy, including increasingly with China and its Belt and Road Initiative (BRI). These evolving developments have received little attention from researchers and practitioners. This book has been written by Russian experts and thought leaders to address this knowledge gap. The five sections provide a diverse but integrated set of opinion pieces, analyses and cases about Russian business covering markets and macro perspectives, strategy and governance, innovation and entrepreneurship, internationalization and leadership. The aim is to overcome preconceptions by illustrating the underreported and multifaceted nature of the life of Russian business and take the reader closer to what is really happening on the ground. The book contains more than 50 contributions from 54 authors representing opinion leaders in Russia and abroad including prominent academics and businessmen. The Life of Russian Business is aimed at practitioners, policy-makers and educators, as well as those generally interested in Russia. By disseminating state-of-the-art insights on Russian decision-makers and institutions, the book ultimately delivers a well

informed and balanced guide for those wishing to participate in Russia's economy. Endorsements "This book, with its 50 contributions from scholars, thought leaders, entrepreneurs, and business leaders opens a door to Russia's institutions, management practices and economic potential. The book fills an important gap in the literature and is a must for practitioners of trade and investment along the Belt and Road Initiative (BRI). Chinese and Asian readers will enjoy the fresh and dynamic stories, the rich detail, and the privileged insights into the present and future of Russia." — Professor Tony Chan, President, The Hong Kong University of Science and Technology (HKUST) "In the Russian Federation, the shelf life of inquiries into the country's business practices and institutions has always been short. This is all the more true for the past 3–5 years, which have seen a series of important changes in Russia's economic context and structure. This book, which brings together a wide range of expertise and voices, will be useful to readers both in Switzerland and beyond by providing them with up to-date insight into 'the life of Russian business,' covering both the challenges and opportunities." — Yves Rossier, Ambassador to the Russian Federation, Embassy of Switzerland, Moscow

This book charts the experiences of a textile enterprise in Russia during the 1990s, analysing post-Soviet management and managerial practices in order to illuminate the content, nature and direction of industrial restructuring in the Russian privatised sector during the years of economic transition. Based on extensive factory-level fieldwork, it focuses upon changes in ownership, management and labour organisation, unveiling the complex texture of social, communal and gender relations in the workplace over an extended period of time, including through crisis and bankruptcy, acquisition by new capitalist owners and attempted restructuring. It argues, contrary to dominant Western managerial theories which blame the failure of transition on the irrationality of Russian managerial strategies, that the rationale for the continued reliance on Soviet era managerial practices lay in the peculiar form of social relations in the workplace which were characteristic of the Soviet system. It engages with key issues, often neglected in the literature, such as social domination, power and conflict, that capture the problematic and open-ended character of social and economic transformation in post-Soviet production. It demonstrates that far from a simple transition to a market economy, the post-Soviet transition has reproduced most of the features of the old Soviet system, including its patterns of labour relations. Recent political developments in post-Soviet countries have raised novel issues regarding the stability of the post-Cold War world order. A new direction in policy has been exemplified by the recent bolstering of a number of post-Soviet political and economic institutions - such as CSTO, SCO and the Eurasian Economic Union - in which the role of Kazakhstan is considerable. In addition to its unique geopolitical location, Kazakhstan's importance in regional integration structures and international relations more broadly is reinforced by its rich oil and uranium deposits. This book centres on an exploration of the changing relations between Russia and Kazakhstan and their impact on post-Soviet interactions with the rest of the world. The role of specific factors in the formation of the post-Soviet regional system will be explored in historical perspective. The multifaceted relations between Kazakhstan and Russia from 1991 to the contemporary period will be analysed in terms of relations in several spheres: political, military and security, Kazakhstan's nuclear withdrawal, ethnicity and national identity, economic, foreign policies, regionalism and international trends and the impact of historic trends. An important analysis of Kazakhstan, the second largest country in the post-Soviet world, this book is of interest to researchers of International Relations, Post-Soviet Studies and Central Asia Studies. The breaking down of the Soviet Union in 1991 and the official statement of the progress from communism to free enterprise, Russia, both regarding its financial potential and populace and as far as its legacy of a severe centralist framework has an exceptional remaining among transitional economies. A long ways past a progress from communism to private enterprise, bearing the multi-dimensional change in social, political and arrangement regions combined with an intricate procedure as a top priority, this change was no uncertainty considerably more troublesome and delicate for a country like Russia that had an established communist custom.

'Russia is an increasingly important player in global energy markets, yet its policies are under-researched and little understood. This collection represents an important and sophisticated contribution to the debate. While much of the commentary on Russian energy consists of generalizations about Russia's political strategy, this work lifts the lid and looks inside the process through which Russian energy policies are designed and implemented. It brings together essays by top specialists in the field, and makes a conscious effort to integrate the various disciplines of politics, economics and geography by developing a model of the "cognitive frames" through which the policy process is shaped. It addresses both domestic and international dimensions of the problem, and gives equal weight to traditional customers in Europe and new markets in Asia.' Peter Rutland, Wesleyan University, US 'The book explains Russian energy policies, instead of a policy. It portrays a picture with multiple policy drivers, including institutional, regional and federal, environmental and commercial. The study markedly improves our understanding of the multifaceted nature of Russian energy policy, a topical and complex issue. This is a highly commendable book that should be included in the reading lists of anyone with an interest in the role of energy in Russia's political economy or energy matters more generally.' Kim Talus, University College London, Australia Russia's vast energy reserves, and its policies towards them have enormous importance in the current geopolitical landscape. This important book examines Russia's energy policies on the national, interregional and global level. It pays particular attention to energy policy actors ranging from state, federal and regional actors, to energy companies and international financial actors and organizations. The book models the formation of Russia's energy policies in terms of how energy policy actors perceive and map their policy environment. The case studies cover federal, regional and environmental aspects of Russian energy policy, Russia's energy relations with Europe and the CIS, North East Asia, the globalization of Russian oil companies and the political economy of Russian energy. It is found that there are several concurrent energy policies in contemporary Russia, and that this situation is likely to continue. These policies are conducted primarily from the business frame perspective while notions of energy superpower Russia are found more ambiguous. Russia's Energy Policies will benefit advanced master's level students, doctoral students, researchers, policy-makers and practitioners. The book will be a great resource for advanced international relations, political economy, international business and globalisation courses alongside energy policy courses, as well as area studies courses on Russian, post-Soviet and European politics and environmental politics. It is apparent that environmental issues affect the livelihoods and well being of individuals, communities and businesses the world over. In that vein, this book examines the impact that climate change and other environmental factors have on business. The effect of climate change, while a significant factor, will influence business slowly, but inexorably. Executives should manage

environmental risk at three levels: regulatory compliance, potential liability from industrial accidents, and pollutant release mitigation. Companies that are proactive in mitigating their exposure to climate-change risks will not only generate new profitable opportunities, but also gain competitive advantage over their rivals in a carbon-constrained future. Enhancing Global Competitiveness through Sustainable Environmental Stewardship provides frameworks for identifying how climate change might affect a business, and suggests strategy guidelines to manage the risks and seek opportunities. This seminal collection of research will be of particular interest to students and scholars of sustainability studies, business and management, and business professionals concerned with the role they will play in the changing and challenging times that lie ahead for business growth and environmental consciousness.

The main purpose of this paper is to contribute to the discussion about the design of computer and communication systems that can aid the management process. 1.1 Historical Overview We propose that Decision Support System can be considered as a design conception conceived within the computer industry to facilitate the use of computer technology in organisations (Keen, 1991). This framework, built during the late 1970s, offers computer and communication technology as support to the decision process which constitutes, in this view, the core of the management process. The DSS framework offers the following capabilities:

- Access: ease of use, wide variety of data, analysis and modelling capacity.
- Technological: software generation tools.
- Development modes: interactive and evolutionary.

Within this perspective, computer and communication technologies are seen as an amplification of the human data processing capabilities which limit the decision process. Thus, the human being is understood metaphorically as a data processing machine. Mental processes are associated with the manipulation of symbols as in human communication to signal transmission.

The author of this volume provides an insider view of the story due to her involvement with the [Russian oil] industry over a long period and her access to information from key players of the industry. . . the book is a welcome addition, especially for its sound story line. Anyone interested in the transformation of the Russian oil industry will find it a valuable work. It will also inspire researchers to analyse organisational transformation of other types of industries, especially electricity and gas in many countries around the world that have undergone radical changes in the past. Subhes C. Bhattacharyya, International Journal of Energy Sector Management Sarah Dixon has produced a fascinating look at the internal workings of four major Russian oil companies during the decade following their privatisation in the mid-1990s. Dixon has utilised her in-depth knowledge of Russia and her business experience in its thriving oil industry to gain access to Russia's powerful business titans. Her insights and careful observations have resulted in a masterful analysis of organisational transformation during Russia's radical institutional upheaval. The book is a valuable contribution to resource-based theory by explaining linkages between organisational learning, dynamic capabilities, and implementation of organisational transformation. Practitioners will also benefit from the rich case studies offering insight into constraints and enablers of organisational transformation. Sheila M. Puffer, Northeastern University, Boston, US Here the example of the Russian oil industry in the context of transition from a planned to a market economy is used to develop a three-stage framework for organisational transformation. Four longitudinal case studies of Russian oil companies are drawn upon to explain the process of organisational transformation. The book highlights how and why this process differs between companies within the same industry, explores the complexity of the change process and discusses the importance of the top management team. The links between organisational learning, dynamic capabilities and the implementation of change are analysed. An interesting insight into the constraints and enablers of organisational change is also provided. The framework developed from this study can be successfully applied to other organisations wishing to bring about organisational change. Integrating several perspectives, including a resource-based view, organisational learning, dynamic capabilities and top management team theory, this book will be of great interest to scholars and researchers of business and management, international business and organisational behaviour.

Change Management is a crucial process for gaining the competitive advantage that is the goal of many organisations. Leaders and change agents are often faced with conflicting challenges of motivating and understanding increasingly diverse workforces, accounting to stakeholders and planning for the future in a chaotic environment. Comprising 12 chapters in 6 parts, the text opens with an explanation of the environment of change faced by organisations today. It then deals with managing organisational development, which is a planned process of change which is often subject to the incursions of organisational transformation, a more dramatic and unpredictable type of change. With the field of organisational change continuing to evolve, especially in an international context, future directions of change management are also discussed. Finally, to emphasise the relationship between theory to practice, Organisational Change: Development and Transformation 6e provides 10 local and international case studies and a suite of online cases supported by a case matrix. Case studies, exercises and support material present the challenges of change management in a real-life manner - examining issues from a variety of viewpoints.

The world's largest exporter of oil is facing mounting problems that could send shock waves through every major economy. Gustafson provides an authoritative account of the Russian oil industry from the last years of communism to its uncertain future. The stakes extend beyond global energy security to include the threat of a destabilized Russia.

As a study of Russian business leadership, the depth of research and cogency of argument in the book is well ahead of anything else seen to date and to that end it deserves to be highly regarded. The Delta Intercultural Academy This book is obligatory reading for those planning to do business in Russia or wishing to understand how business is conducted. The New Russian Business Leaders is written by a distinguished group of international management specialists, including two Russians. Using models and case studies of leading Russian companies and entrepreneurs, the authors draw conclusions about Russia's evolving business climate, the requirements for entrepreneurial success, and the value of international business education for Russia's business leaders. Paul Gregory, Slavonic and East European Review This highly talented multinational team has produced a rich and meaningful contribution to the literature on Russian business. These authors know the very essence of Russia from their extensive academic and practitioner experience. They deliver fascinating, original in-depth case studies of the pioneering men and women business leaders of modern Russia's first capitalist decade. They also interpret the cases in the context of Russia's history and culture, and offer a comprehensive framework for how Russian business and leadership could evolve to build the country's economy. The New Russian Business Leaders will surely serve for years to come as an authoritative source for academics and

practitioners seeking to understand the underlying dynamics of Russian business and its leaders. Sheila M. Puffer, Northeastern University, Boston, US In order to work effectively with Russian organizations, it is essential for potential Western partners and shareholders to fully understand their leadership style, organizational practices and business expectations. Based on extensive interviews with the pioneers of Russian business and the authors own experiences, this perceptive new book attempts to decipher the enigma of Russia's new generation of business leaders. The authors present six in-depth case studies focusing on companies of vastly differing sizes, ranging from a newly-privatized operation, and the creation and organization of an oligarch's empire, to several entrepreneurial start-ups in different service industries. The case studies document the changes and developments that have occurred in Russia since the privatization era of the 1990s, highlighting the strengths and weaknesses of the emerging business leadership orientations. Grounded in Russian culture and history, the book takes a balanced view of the rapid development and transformation of the country's business leadership over the past ten years. The authors also offer perceptive conclusions and practical advice that will not only contribute to the success of Western businesses operating in Russia and other former communist countries in Eastern Europe but also help business people in Eastern Europe create high performance organizations. As we move towards a globalized economy, the need to recognise executive behaviour in Russia is becoming increasingly important. This book will provide a great source of information for academics and researchers of entrepreneurship, leadership studies and international business. Although the focus is on Russian entrepreneurs, the lessons in the book are equally as relevant for other cultures and leadership styles.

Multinational Banking in China examines key issues in the market entry and development of foreign banks in the People's Republic of China using data collected from 37 in-depth interviews and questionnaire surveys. A wide range of factors is discussed including motives, entry mode, location choice, entry strategies and competitive advantages. Empirical evidence reveals the key trends and characteristics of foreign banking activities in China as well as the interactions between internal attributes of banks and dynamics of local market context. The author also explores adaptation of foreign banks post entry and emerging issues in the management of joint ventures. This book will be invaluable to students and researchers with an interest in banking internationalization in emerging markets. Managers, practitioners and policy makers who require insight into the core dimensions of multinational banking will also find this book to be of great interest.

A new series of bespoke, full-coverage resources developed for the AQA 2015 A/AS Level History. Written for the AQA A/AS Level History specifications for first teaching from 2015, this print Student Book covers the Tsarist and Communist Russia, 1855-1964 Breadth component. Completely matched to the new AQA specification, this full-colour Student Book provides valuable background information to contextualise the period of study. Supporting students in developing their critical thinking, research and written communication skills, it also encourages them to make links between different time periods, topics and historical themes.

Russia's transition towards a market economy in the early 1990s called for new approaches to the regulation of employment relations in the post-Soviet period in order to strike a balance between employers interests and employees rights in changed conditions. The adoption of the Labour Code of the Russian Federation (LC RF) in 2001 contributed to solving the issue only partly, as, in reality, it was passed as a compromise between different political forces, and consists of both provisions which can be implemented in the new context of the market economy and restrictions inherited from the planned economy. The recent and ever-changing socio-economic conditions, and the increasing complexity of the employer-employee relationship, which is a result of both globalization and technological progress, required the further development of Russian employment legislation. This resulted in substantial amendments being made to the original LC RF in 2006, with the majority of its provisions being profoundly revised. Nevertheless, a thorough analysis of the changes currently under way shows that many aspects concerning employment relations have still not been addressed sufficiently. The papers collected in the present volume of the ADAPT Labour Studies Book Series consider the recent developments of the legal regulation of employment relations as well as some closely related aspects from a historical and comparative perspective, in order to provide some insights into these issues and to examine current challenges. This handbook synthesises some literature of the last 40 years in 28 chapters. The coverage is split into the following areas : the history and theory of the multinational enterprise; the political and policy environment of international business.

In an age in which it is increasingly necessary for nations to consider their competitiveness and at a time when the world economy is facing recession, this book explores the possible trajectory of ASEAN arguably one of the most dynamic areas in the world as a regional economic and political bloc. This important and timely study focuses on the role of foreign direct investment in advancing the performance of ASEAN and the competitiveness of its firms, whereas other studies typically focus solely on the role of trade. The expert contributors an interdisciplinary assembly of economists, lawyers and political scientists present a comprehensive view of ASEAN's experiences over the past decade, addressing the industrial competitiveness of ASEAN and analysing the role of MNEs against the background of the challenges of integration. They illustrate that regional integration will only be a success if ASEAN's linkages are broadened with global partners through negotiations of Free Trade Agreements. The book concludes that although much still remains to be done, and many promises are still to be unveiled, ASEAN's coming of age is an historic milestone. Competitiveness of the ASEAN Countries will appeal to a broad readership including students, academics and researchers with an interest in Asian studies, international business, international economics and international law.

OECD Reviews of Innovation Policy: Russian Federation offers a comprehensive assessment of the innovation system of the Russian Federation, focusing on the role of government.

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Leaders and change agents are often faced with conflicting challenges of motivating and understanding increasingly diverse workforces, accounting to stakeholders and planning for the future in a chaotic environment. *Organisation Change: Development and Transformation, 7e* takes both an organisational development and transformational approach to change, to reflect the environment of change faced by organisations today. With the field of organisational change continuing to evolve, especially in an international context, future directions of change management are also discussed. To emphasise the relationship between theory to practice, this text provides 10 local and international case studies, practitioner vignettes and a suite of online cases supported by a case matrix.

While private, for-profit businesses have typically been the most experienced with entrepreneurship, the study of public sector business models is coming to the forefront of entrepreneurial discussions. This shift has allowed researchers and practitioners to expand on their knowledge of positive business choices and paved the way for more profitable business empires. *Public Sector Entrepreneurship and the Integration of Innovative Business Models* is a comprehensive source of academic research that discusses the latest entrepreneurial strategies, achievements, and challenges in public sector contexts. Highlighting relevant topics such as public management, crowdsourcing, municipal cooperation, and public sector marketing, this is an ideal resource for managers, practitioners, researchers, and professionals interested in learning more about public sector business ideals, and how these models are shaping positive entrepreneurial communities around the world.

Managing the Contemporary Multinational explores the role of headquarters in different structures of multinational firms and shows how this role is affected by the complexity of contemporary research. This topical book illustrates that contemporary research has added complexity to the attributes of the multinational, with implications for the role of headquarters. It examines claims that subsidiaries contribute to the overall competitiveness of the corporation, that they are organized in corporate networks spanning country borders, and that they depend upon specific relationships in the external network. It is stressed that headquarters knowledge of the multinational and its business environment is crucial, but also problematic. The eminent contributors question whether headquarters have become more or less important given the complexity of contemporary research, and argue that the answer to this question depends on the theoretical foundation adopted in the multinational. Based on empirical studies, this invaluable book will be a captivating read for students and researchers interested in international business and international management.

The bibliography records doctoral and selected masters' theses (over 3,300 in all) from British and Irish universities in the field of Russian, Soviet and East European studies. This is broadly interpreted to include all disciplines in the humanities and social sciences as they relate to the area of Russia, the former USSR and Eastern Europe. Taken as a whole, the work probably forms the fullest and longest record of British and Irish postgraduate research in any sector of area studies. Besides its primary function as a bibliographic tool, it makes it possible to trace the effects of academic developments, institutional policies, and the changes in direction in this highly diversified field of study over the last hundred years. Entries are arranged by subject and area, supported by full author and subject indexes to aid searching. Dr Gregory Walker is a former Head of Slavonic and East European Collections at the Bodleian Library, University of Oxford. The late John S.G. Simmons, OBE, was Senior Research Fellow and Librarian, All Souls College, Oxford.

This book gathers the best papers presented at the second conference held by the Russian chapter of the Association for Information Systems (AIS), which took place in Yekaterinburg, Russian Federation, in December 2019. It shares the latest insights into various aspects of the digitalization of the economy and the consequences of transformation in public administration, business and public life. Integrating a broad range of analytical perspectives, including economic, social and technological, this interdisciplinary book is particularly relevant for scientists, digital technology users, companies and public institutions.

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