

Employment Law Textbook

Written especially for HR professionals and business people, California Employment Law: An Employer's Guide is the essential resource for avoiding the many perils and pitfalls California employers face. Comprehensively updated to address new developments, the 2019 Edition features: new independent contractor test; new harassment training requirements; class-action waivers in arbitration agreements; new rules on national origin discrimination; requirement that employees be paid for minimal preparation and concluding work; clarification of rules regarding salary history inquiries; new NLRB standards for employee conduct policies; requirements for lawful time clock rounding; rules for rest break pay for commissioned and piece-rate employees; and new rules regarding lactation breaks.

An all-in-one reference to the important employment laws that every employer and HR pro needs to know.

Over the last fifty years in the United States, unions have been in deep decline, while income and wealth inequality have grown. In this timely work, editors Richard Bales and Charlotte Garden - with a roster of thirty-five leading labor scholars - analyze these trends and show how they are linked. Designed to appeal to those being introduced to the field as well as experts seeking new insights, this book demonstrates how federal labor law is failing today's workers and disempowering unions; how union jobs pay better than nonunion jobs and help to increase the wages of even nonunion workers; and how, when union jobs vanish, the wage premium also vanishes. At the same time, the book offers a range of solutions, from the radical, such as a complete overhaul of federal labor law, to the incremental, including reforms that could be undertaken by federal agencies on their own.

"An Introduction to Labor and Employment Discrimination Law is not an attempt to teach law to undergraduates, but rather to introduce them to legal reasoning. The principal means to this end are cases that present competing arguments (e.g., in majority and dissenting opinions) on major issues. Each case is preceded by the author's introduction and followed by the author's comments and questions. Chapter 1 focuses on labor law in the Nineteenth and early Twentieth Centuries, i.e., before the National Labor Relations Act of 1935. Chapter 2 surveys modern labor law under the Labor Act, covering such topics as representation and unfair labor practices. Chapter 3 is a brief introduction to the law of employment discrimination under the Equal Pay Act, Title VII of the Civil Rights Act of 1964, and Americans With Disabilities Act. The book is accompanied by an appendix that contains a glossary of legal terms plus excerpts from the Constitution and relevant federal statutes"--Textbook Web page.

Great Debates in Law is an evolving series of engaging and thoughtful introductions to more the advanced concepts, written by authors who are amongst the foremost thinkers in their field. The series focuses on the key tensions and questions underlying a subject, setting legal developments in their philosophical and cultural context and exploring the issues as matters of current debate. Going beyond what is covered in the main textbooks, the series provides a cutting edge for students who are looking to gain additional insights with which to excel.

Directed primarily toward law or management college/university students, this text also provides practical content to current and aspiring industry professionals. Moran approaches employment law with a focus on discrimination and employment regulation, presenting the principles of law in a logical succession and illustrating those principles with engaging real-world applications.

Packed with cutting-edge cases and hands-on applications, Walsh's EMPLOYMENT LAW FOR HUMAN RESOURCE PRACTICE, 6E explains the major issues and rules of employment law in understandable terms. Readers learn how laws impact careers for both managers and employees. The book addresses legal issues for each stage of employment, from hiring and managing to firing. Current news stories and real cases help readers understand how legal concepts apply to today's actual workplace. Each chapter ends with a summary of practical advice for managers. Coverage addresses the most important topics of employment law including the latest legislation, regulations and case law. Readers learn how to prevent discrimination and harassment, accommodate disabled employees, provide family and medical leave, comply with wage and hour laws, and avoid wrongful terminations and other common legal issues. Important Notice: Media content referenced within the product description or the product text may not be available in the ebook version.

Labor and Employment in California provides easy-to-understand overviews and explanations of complex labor and employment law issues facing today's employers. It covers issues ranging from hiring to termination, helping you to keep pace with the rapid evolution of law on the state and federal level. Practical tips and lists help bring many important labor and employment concepts into even sharper focus. EMPLOYMENT LAW FOR HUMAN RESOURCE PRACTICE, 4TH EDITION explains the major issues and rules of employment law and how they apply to your human resource career. Clippings of current news stories and events, hypothetical situations, and real cases help you understand how the law applies to each stage of employment--from hiring, to managing, to firing--and emphasize the application of legal concepts to future business situations. Practical advice for what to do as a manager is conveniently summarized at the end of each chapter. Important Notice: Media content referenced within the product description or the product text may not be available in the ebook version.

Employment Law for Business 10eHoneyball and Bowers' Textbook on Employment LawOxford University Press

An effective teaching and learning text, Basic Labor and Employment Law for Paralegals covers all the essential elements in depth and breadth in a rational three part structure.

"Introduction to Labor and Employment Law" examines the historical development of labor and employment law in America alongside the nature of the employment relationship.

"Labor-Management Relations in the Union Setting" shows how American labor law regulates labor-management relations and includes methods of selecting collective bargaining representatives, unfair labor practices by employers and unions, economic weapons in labor disputes and the formation and administration of labor contracts.

"Employment Discrimination" deals with the various forms of discrimination and the methods and procedures of pursuing employment discrimination claims. To underscore concepts and ensure student understanding, each chapter features marginal definitions, fact scenarios illustrating the concepts, and questions about specific facts for the students to consider. Answers to the fact scenarios are included at the end of each chapter. Discussion questions and exercises are provided to help students apply the concepts, and engaging case excerpts give them experience with case analysis. The Second Edition has been completely updated to include new material analyzing the Lilly Ledbetter Fair Pay Act of 2009, a federal statute amending the Civil Rights Act of 1964. Additional new material discusses the Genetic Information Nondiscrimination Act, a federal statute prohibiting employment discrimination on the basis of genetic information. Fresh case references and examples appear throughout the text. Hallmark features of Basic Labor and Employment Law for Paralegals: Covers all essential elements of United States labor and employment law in depth Divided into three sections o Introduction to Labor and Employment Law historical development of labor and employment law in America nature of the employment relationship o Labor-Management Relations in the Union

Setting how labor law regulates labor-management relations methods of selecting collective bargaining representatives unfair labor practices by employers and unions economic weapons in labor disputes the formation and administration of labor contracts o Employment Discrimination various forms of employment discrimination in American law methods and procedures of pursuing employment discrimination claims Chapter pedagogy o marginal definitions o fact scenarios illustrating the concepts

Employment Law is the core textbook for the CIPD Level 7 Employment Law module. It takes the reader step-by-step through everything that they need to know, including the formation of the Contract of Employment, discrimination, health and safety in the workplace, unfair dismissal and redundancy. Easy to read and navigate, and full of case studies and useful examples that encourage deeper thinking, this fully updated 15th edition provides a thorough theoretical grounding in employment law that can be applied in practice. This new edition of Employment Law is completely up to date with the latest cases and legislation, including zero hours contracts, migrant workers' rights, shared parental leave and Brexit and provides an up-to-date analysis of anti-discrimination law, the national living wage and the 'Transfer of Undertakings (Protection of Employment) Regulations 2006' (TUPE). Online resources include a lecturer guide, powerpoint slides, multiple choice questions and extra case studies to support learning and enable students to apply the theory in practice.

This book provides a comprehensive overview of the most important facets of employment law—with a focus on the impact of federal regulation. Throughout, reference is made to the particular federal statute that applies in a given situation. Features boxed examples and edited judicial decisions. Background of Employment Law. The Rise of Labor Unions and Labor Laws. The Depression and Early Federal Regulation. Discrimination Regulation: The Civil Rights Act and the ADEA. Employment Law and the Family. Protecting Workers with Disabilities: The Americans with Disabilities Act. Privacy Issues. Regulations for Preventing and Handling Sexual Harassment. Applying Employment Law to Human Resource Management. Employment Law in a Regulated Society. For Paralegals.

The Sixth Edition of Employment Law will continue the volume's focus on important unifying themes in employment law, such as the struggle for authority in the workplace between employers, employees, and the government, the relationship between employment law and labor markets, and the appropriate remedies for employment law violations. For over 30 years, students, academics and professionals have relied on MACKEN'S LAW OF EMPLOYMENT as one of Australia's most respected works in employment law. This 7th edition continues in that tradition. Authored by a distinguished team of experts, the carefully selected topics and case extracts along with the scholarly commentary ensure reputable guidance on common law and equitable principles as they affect contracts of employment.

LABOR AND EMPLOYMENT LAW: TEXT & CASES, 15TH EDITION, written by a nationally renowned White House labor arbitrator, offers comprehensive and objective coverage of labor and employment law topics that challenge students to develop critical thinking skills through case analysis. In-depth chapters explore labor law topics, focusing primarily on the National Labor Relations Act, and are updated to include coverage of court systems and the role of administrative agencies in policymaking. In addition, a thorough understanding of employment law topics is provided through chapters on discrimination law, occupational safety and health issues, employee privacy and more. Also included in this edition are issues of violence in the workplace and the implications of the ADA Amendments Act of 2008. No other text in this market can claim the prestige of authorship and timely coverage of topics so important to students in their business careers. Important Notice: Media content referenced within the product description or the product text may not be available in the ebook version.

Known for its detailed and authoritative approach, the authors of Smith & Wood's Employment Law provide a comprehensive, yet accessible guide to employment law. Clear accounts of essential case law and legislation are complemented by insightful commentary and critique to direct preparation for classes and assessments. The topics are carefully explained in their social and historical context, providing readers with an awareness of the fast-paced development of employment law and offering perceptive analysis of its future direction. Chapter overviews give students a sense of what they can expect to learn as they read each section while a 'Review and Final Thoughts' feature concludes each chapter by emphasizing the key issues as well as highlighting areas of development and technical difficulty which may need further attention by students. Full references to further reading are provided throughout the book to help guide additional research, and helpful web links can be accessed via the Online Resource Centre which accompanies this book. Multiple choice questions with instant feedback give students the opportunity to test their understanding of the themes.

This publication gives an overview of all key aspects of German labour and employment law as well as adjoining fields. Legal professionals with expert knowledge and many years of experience explain the legal basis of these aspects of German law, point out typical practical problems and suggest solutions to those problems. In addition, examples are given on how to best manage legal pitfalls to minimize risks. This book translates employment and labour law for foreign in-house counsels and human resources managers at international companies and provides a clear understanding of the complex legal regulations in Germany. All three editors of the book, Dr. Jens Kirchner, Pascal R. Kremp and Michael Magotsch, are key legal professionals working at the Frankfurt office of DLA Piper, one of the largest legal services providers in the world (www.dlapiper.com), with national and multinational clients. Their experience includes the management of cross-border restructurings, outsourcing and transfer of undertaking measures, as well as the management of national and multi-jurisdictional merger and acquisitions projects, including post-merger integration processes.

"An A-Z reference encyclopedia, with more than 200 entries defining and explaining employment and labor law topics. The entries combine a summary of the law with real life case references, pop culture references, and statistics and trends"--Provided by publisher.

The 13th edition of this popular textbook continues to provide a concise and user-friendly account of the essentials of employment law while offering critical and contextual insights into the debates shaping this fast-paced area of law. An extremely clear writing style allows the text to remain accessible and student-focused, while providing detailed explanations and analysis of the law. The text also includes diagrams and chapter summaries throughout to aid student understanding, while further reading suggestions assist with essay preparation and research. Setting the subject in context, Honeyball & Bowers' Textbook on Employment Law considers both individual and collective issues as well as examining the increasing role of the EU in UK employment law. A separate chapter on human rights also enables students to understand the role human rights legislation plays in the development of employment law.

Employment Law: Private Ordering and Its Limitations, Fourth Edition is organized around the rights and duties that flow between parties in an employment relationship. Through cases, detailed discussion of the facts, and accessible notes and questions, this book examines the laws that are intended to balance the competing interests and contractual obligations between employer and employee. The note materials also encourage students to think critically and creatively about how best to protect the interests of workers or employers. Practitioner exercises in planning, drafting, advising, and negotiating develop transactional lawyering skills. New to the Fourth Edition: Important Supreme Court and lower court cases in key areas including the scope of "employment," whistleblower and anti-retaliation protections, anti-discrimination laws, disability and other accommodations, noncompetition agreements, and mandatory arbitration clauses Addition of cases and note materials on hot topics including employment protections in the gig economy, workplace speech protections in a time of deep social and political conflict, the workplace implications of AI and other technologies, emergent privacy and cyber security issues, and innovations in accommodating workers' lives Updated problems and exercises Streamlined case and note editing Professors and students will benefit from: Comprehensive and deep coverage of key areas of workplace regulation Practical exercises in each chapter Note materials designed to provide both context and knowledge of emergent legal and social science scholarship Thematic consistency across chapters providing a unifying framework for the discussion of disparate topic areas

We wanted the textbook to be informative and readable—a resource to encourage critical and creative thinking about workplace issues and to sensitize you to the need for effective workplace management of these issues. We think we have accomplished our goal. We hope the text is as interesting and informative for you to read and use as it was exciting and challenging for us to write.

Addresses law and employment decisions with a management perspective. This text explains how to approach and manage legal employment decisions, and outlines the specific legal framework in which management decisions are made.

Employment Law: A Guide to Hiring, Managing, and Firing for Employers and Employees, Fourth Edition is a practical text for undergraduate, graduate, and paralegal employment law, human resources, and business school courses. This unique book approaches each area from the perspective of both employees and employers. The balanced approach is organized to track the employer-employee relationship focusing on day-to-day hiring, managing, and firing practices. After an overview of discrimination laws and a discussion of different types of employment relationships the text moves chronologically from the recruitment of candidates through all aspects of employment to the conclusion of the employment relationship. Each chapter begins with clear chapter objectives. A list of key terms ends the chapter followed by basic questions to ensure students master the key concepts and fact patterns, which test student's ability to apply the concepts to workplace matters. These fact-based scenarios promote critical thinking and develop analytical skills. New to the Fourth Edition: New coverage of the balancing of employer and employee interests in regard to political expression and social media use Expanded discussion of employer and employee rights with respect to medical marijuana Focus on the heightened attention paid to policies related to workplace romances due to the #MeToo movement Enhancement of the materials related to the prohibition of sex discrimination and compensation discrimination materials, including the comparing and contrasting of employee rights under Title VII and the Equal Pay Act Introduction of Check it out! —a teaching tool based on real-life scenarios. These sidebars raise thought-provoking questions designed to initiate both legal and policy discussions and reinforce legal concepts and stakeholder considerations. Professors and students will benefit from: Materials are chronologically organized and track the employer–employee relationship. Complicated information is presented in a clear and concise manner. Guidance from the very agencies that are ultimately responsible for the laws that regulate the employment relationship is included. Tackling of serious workplace matters is paired appropriately with the injection of humor to increase the attention of students and the likelihood that they retain the knowledge related to key concepts. Students who work in human resources, employment law are provided with sample forms, enforcement guidance, and workplace posters that they need to know. Practical information within the context of interviewing provides students with a wealth of information and issues that help them frame interview questions that are legally compliant. References to the most significant legal cases, as well as some lesser-known cases represent common themes. End-of-chapter questions ensure students master key concepts. Numerous fact patterns test whether students not only understand these concepts but also can apply them to workplace matters. These fact-based scenarios promote critical thinking and develop analytical skills so that the knowledge can be used by students. Key terms appear in the margins where a term is first introduced and in the glossary at the end of the book. This comprehensive glossary of key terms provides students with an additional opportunity to review important terms.

Maryland Employment Law, Second Edition brings together and comprehensively explains three interwoven fields of employment law in Maryland - contracts, torts, and discrimination law. It gives lawyers and personnel professionals a quick and handy reference to the present state of Maryland employment law, and it provides litigators with a thorough analysis of each cause of

action.

Written by prominent UK labour lawyers, this textbook is comprehensive and engaging, with detailed commentary and integrated materials.

Employment Law 4e is the most complete and accessible introduction to the subject, suitable for students from a variety of backgrounds including HRM and business management. The expert author team combine a wealth of knowledge in teaching, examining, and practising employment law to ensure the reader has a firm understanding of legal principles, in both an academic and professional context. Case exhibits in every chapter illustrate employment law in action, whilst activities test the reader's understanding of the law and its application in the real-world.

Together, they enable students to effectively develop their knowledge of current legislation and maximize their learning. In addition, a dedicated chapter on preparing and presenting a case gives the reader a unique opportunity to demonstrate their understanding using a fictional scenario, through which they can gain a greater insight into the challenges faced by those required to prepare and deliver a case before an employment tribunal. As a result, Employment Law 4e is an essential textbook for students seeking to develop their academic and professional skills, as well as foster their understanding of a subject that directly affects business managers and their employees. Online Resource Centre This book is supported by an integrated Online Resource Centre. For students: - Test your understanding and receive instant feedback with our range of multiple choice questions. - Source relevant and reliable further reading using our publications briefing resource. - Keep informed of changes to the law with our regular updates from the authors. For registered lecturers: - Access additional case studies and questions to support your teaching.

This new edition to the series will provide an up-to-date textbook covering a wide-range of employment and labour law issues which affect the Commonwealth Caribbean. Initially the book will embark on a comparative analysis of employment and labour law in Jamaica, Trinidad and Barbados, as a reference point for distinguishing the laws of other Commonwealth Caribbean jurisdictions. The book will continue to examine how the law operates within the legal systems of the Caribbean, taking into account the umbilical link to British jurisprudence and the persuasive precedent of other Commonwealth jurisdictions, and the impact this has had on the growth and development of the area. Commonwealth Caribbean Employment and Labour Law will be essential reading for students enrolled on Employment Law, Discrimination and Dismissal Law courses in the Caribbean.

Concentrate QandA Employment Law offers unrivalled exam and coursework support for when you're aiming high. The new Concentrate QandA series is the result of a collaboration involving hundreds of law students and lecturers from universities across the UK. The result is a series that offers you better support and a greater chance to succeed on your law course than any of its rivals. This essential studyguide contains a variety of model answers to give you the confidence to tackle any essay or problem question, and the skills you need to excel.* Knowing the right answer is a start, knowing how to structure it gets you the highest marks: annotated answers guide you step by step through the structure of a great answer, and show you how to ensure you focus on the heart of the question * Recognize and recall: user-friendly layout ensures that it is easy to find key information, and diagram answer plans help you visualize how to plan and structure your answers* Aim high: avoid common mistakes, use the further reading suggestions to help you take things further and demonstrate your understanding of key academic debates to really impress* Don't just rely on the exam to pick up your marks: a unique coursework skills chapter offers advice on researching, referencing and critical analysis - not available in any other QandA series This study guide is also accompanied by a wealth of online extras at www.oxfordtextbooks.co.uk/orc/qanda/ which include: * Additional essay and problem questions for you to practise your technique. Questions are annotated, highlighting key terms and legal issues to help you plan your own answers. An indication of what your answers should cover is also provided.* Video guidance on how to put an answer plan together * Online versions of all the diagram answer plans from the book* A glossary of key terms* Podcast from expert examiner on revision and exam technique

Labor and Employment Law: Text and Cases, 16th Edition is a fully up to date treatment of all the major labor and employment laws. Legal essays on each section's topics are crafted to clarify the complexities of our labor and employment laws. The self-outlining essays are student friendly, yet authoritative and neutral, with neither management nor employee bias. Detailed footnotes in each chapter are a hallmark feature of the text. The footnotes provide case citations for further research or assignments, offer historical or additional information, and provide differing points of view to encourage critical thinking and discussion. Each chapter contains numerous court and agency decisions, including landmark cases, turning points in the law, and issues of current significance. Each decision is followed by case questions to guide the student through the opinion and to assist in identifying the issues and arguments. Extensive end-of-chapter case problems enable students and instructors to apply lecture content and case principles to real life disputes between labor and management and employees and employers.

Succinct in its treatment of the fundamentals, and interwoven with contextual explanation and analytical consideration of the key debates, Honeyball and Bowers' Textbook on Employment Law continues to provide readers with an accessible account of the subject. Including chapter introductions and new end-of-chapter summaries, students of employment law are guided through the intricacies, while further reading suggestions assist with independent research and essay preparation. The critical elements of individual and collective employment law are considered along with treatment of the relationship between UK and EU law, to give readers a wider view of the issues.

Contemporary Employment Law, Fourth Edition, is a straightforward approach to learning the legal essentials of managing a modern workforce, through a practical, balanced discussion of employment and labor law. Designed for a one-semester course that covers the major aspects of employment and discrimination law, the text begins by identifying the differences between employees and independent contractors. In a three-part format, the authors cover the Employment Relationship, Equal Opportunity Laws, and Employee Protections and Benefits. The text is written with the student in mind, with interesting examples, concept summaries, modern topics and issues, and a clearly written narrative approach to the material. The revised Fourth Edition continues to provide the information students need in a practical and contemporary text. New to the Fourth Edition: New summary charts provide helpful overviews of complex topics:

Recruitment, Selection, and Testing at the end of Chapter 2 Remedies for Discrimination Claims at the end of chapter 4 Post Hire Employment Discrimination Claims at the end of Chapter 5 Leaves of Absence at the of Chapter 11 Wage and hour claims at the end of Chapter 14 WARN Mass Layoffs and Plant Closures at the end of Chapter 14 The most up-to-date developments in employment law, with new statutes, regulations, and Supreme Court cases, including those on gender orientation and transgender status. An updated glossary which makes it easier for

students to find definitions of the important terms discussed in the text. Updated forms. Professors and student will benefit from: Rich pedagogical design Landmark as well as current cases, edited to give attention to the key points while using the actual language of the court in its decision Every briefed case includes thought provoking Focus on Ethics questions Sample forms used in employment law and human resource practice are placed throughout the text and enable students to appreciate how a concept is applied in the real world. Practice problems for exam review that facilitate student learning Teaching materials Include: Instructor's Manual Test Bank PowerPoints

LABOR AND EMPLOYMENT LAW: TEXT & CASES, 15TH EDITION, written by a nationally renowned White House labor arbitrator, offers comprehensive and objective coverage of labor and employment law topics that challenge readers to develop critical thinking skills through case analysis. In-depth chapters explore labor law topics, focusing primarily on the National Labor Relations Act, and are updated to include coverage of court systems and the role of administrative agencies in policymaking. Understand the majority views, the dissenting opinions, and the current laws that apply to these areas and follow the continued controversy over topics like discrimination law (including race discrimination, religious discrimination, national origin discrimination, age discrimination, sexual harassment, etc.) as well as worker's compensation and employee privacy (updated to include text messaging issues). Important Notice: Media content referenced within the product description or the product text may not be available in the ebook version.

Prepared by a national group of academics--the Labour Law Casebook Group--the book has continued to evolve with each new edition, reflecting the considerable changes that have occurred in the Canadian workplace and the laws that governs it.

Written specifically for HR and Business students, Introduction to Employment Law is a clear and accessible guide to employment law and how it applies in practice. Covering everything from employment tribunals and discrimination to redundancy and termination of employment, this textbook doesn't assume any prior knowledge of the UK legal system and equips students with all the knowledge and skills that they need to take forward into the workplace. Fully revised with all the latest cases and legal developments, this new edition includes coverage of hot topics such as defining employment status in the gig economy, gender pay reporting, the General Data Protection Regulation (GDPR) and the legal implications to be considered with Britain's withdrawal from the European Union. Packed with pedagogical features to consolidate learning including chapter objectives, tasks, 'explore further' sections, key learning points and examples to work through, as well as a dedicated study skills chapter, Introduction to Employment Law is essential reading for all students studying the CIPD Level 5 Intermediate module in employment law as well as being a useful resource for those studying at level 3 and an accessible introduction for level 7 and those on undergraduate and postgraduate courses needing a thorough grounding in employment law. Online resources include lecture slides, case studies, multiple choice questions, annotated weblinks and an instructor's manual.

For courses in Employment Law, Labor Law, and Human Resource Management. Using cases and examples in every chapter, the second edition of Employment Law deals with this complex and controversial subject by making it easy to understand. The text is a simple approach to employment law, with a foundation of legal principles explained in the layperson's language. The principles, once learned, can be applied to understand the judges' opinions in the cases presented.

Employment Law in Context combines extracts from leading cases and articles with insightful and sophisticated author commentary to provide the reader with a full, critical understanding of employment law. As well as providing a thorough grounding in individual labour law, and drawing attention to key and current areas of debate, this title offers the reader detailed analysis of the social, economic, political, and historical context in which employment law operates. An innovative running case study contextualizes employment law and demonstrates its practical applications by following the life-cycle of a company from incorporation, through expansion, to liquidation. Reflection points and examples encourage the development of critical thinking skills and students' ability to view the issues practically. The text is supported by an Online Resource Centre hosting: - four supplementary chapters on collective employment law to facilitate a broader understanding of the subject - additional reading lists to accompany topics signposted in each chapter and annotated web links to key online resources to direct further research - a flashcard glossary helps students test their understanding of terms highlighted and defined in the book - twice-yearly updates to the law are provided by the author to keep students abreast of the latest developments - PowerPoint slides and figures from the book are available to lecturers

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