

Mal Jobbintervju Arbeidsgiver

Oppsigelser og nedbemanninger er ikke en ønskelig situasjon for noen bedrift. Men av ulike årsaker er de fra tid til annen nødvendige. Dersom oppsigelsen skjer på en korrekt måte, sparer det både bedrift og ansatt for ubehagelige situasjoner som ganske lett kunne vært unngått dersom man gjorde forarbeidet korrekt. Nicolay Skarning leder Kvales arbeidsrettsavdeling og har møterett for Høyesterett. Pernille Brusdal er advokat i Kvales arbeidsrettsavdeling.

Polish families in Norway - Transnationalism - Kinship across borders - Family practices - Migrant capital - Migrant integration - Polish migration

Since it was first published in 1995, *The Wounded Storyteller* has occupied a unique place in the body of work on illness. Both the collective portrait of a so-called “remission society” of those who suffer from some type of illness or disability and a cogent analysis of their stories within a larger framework of narrative theory, Arthur W. Frank’s book has reached a large and diverse readership including the ill, medical professionals, and scholars of literary theory. Drawing on the work of authors such as Oliver Sacks, Anatole Broyard, Norman Cousins, and Audre Lorde, as well as from people he met during the years he spent among different illness groups, Frank recounts a stirring collection of illness stories, ranging from the well-known—Gilda Radner’s battle with ovarian cancer—to the private testimonials of people with cancer, chronic fatigue syndrome, and disabilities. Their stories are more than accounts of personal suffering: they abound with moral choices and point to a social ethic. In this new edition Frank adds a preface describing the personal and cultural times when the first edition was written. His new afterword extends the book’s argument significantly, writing about

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storytelling and experience, other modes of illness narration, and a version of hope that is both realistic and aspirational. Reflecting on both his own life during the creation of the first edition and the conclusions of the book itself, Frank reminds us of the power of storytelling as way to understanding our own suffering.

This review of early childhood education and care (ECEC) in twenty OECD countries describes the social, economic, conceptual and research factors that influence early childhood policy.

Too many workers leave the labour market permanently due to health problems or disability, and too few people with reduced work capacity manage to remain in employment. This is a social and economic tragedy common to virtually all OECD countries. It ...

Drawing on more than a decade of inter-disciplinary research, this book provides a comprehensive overview of the available theories, concepts, data and research on new work organizations and the concept of 'work without boundaries'.

Explores a concept of work that is not restricted by traditional organizational rules like regular office hours, a single workplace, fixed procedures and limited responsibility

Provides a comprehensive overview of the available theories, concepts, data and research on new work organizations

Examines the shift of power away from organizations to make individuals accountable for their own employability and work

Draws on over a decade of original research into 'work without boundaries' in which the authors are key authorities

Brings together organization theory and work psychology with scholarship from related fields including sociology, social psychology, cognition and psychobiology

Myalgic encephalomyelitis (ME) and chronic fatigue

syndrome (CFS) are serious, debilitating conditions that affect millions of people in the United States and around the world.

ME/CFS can cause significant impairment and disability. Despite substantial efforts by researchers to better understand ME/CFS, there is no known cause or effective treatment. Diagnosing the disease remains a challenge, and patients often struggle with their illness for years before an identification is made. Some health care providers have been skeptical about the serious physiological - rather than psychological - nature of the illness. Once diagnosed, patients often complain of receiving hostility from their health care provider as well as being subjected to treatment strategies that exacerbate their symptoms. Beyond Myalgic Encephalomyelitis/Chronic Fatigue Syndrome proposes new diagnostic clinical criteria for ME/CFS and a new term for the illness - systemic exertion intolerance disease(SEID). According to this report, the term myalgic encephalomyelitis does not accurately describe this illness, and the term chronic fatigue syndrome can result in trivialization and stigmatization for patients afflicted with this illness. Beyond Myalgic Encephalomyelitis/Chronic Fatigue Syndrome stresses that SEID is a medical - not a psychiatric or psychological - illness. This report lists the major symptoms of SEID and recommends a diagnostic process. One of the report's most important conclusions is that a thorough history, physical examination, and targeted work-up are necessary and often sufficient for diagnosis. The new criteria will allow a large percentage of undiagnosed patients to receive an accurate diagnosis and appropriate care. Beyond Myalgic Encephalomyelitis/Chronic Fatigue Syndrome will be a valuable resource to promote the prompt diagnosis of patients with this complex, multisystem, and often devastating disorder; enhance public understanding; and provide a firm foundation for future improvements in diagnosis and treatment.

This book provides an essential one-stop introduction to the key concepts, issues, policies and practices affecting child welfare, with particular emphasis on the changing nature of the relationship between child welfare and social policy. No other book brings together such a wide selection of material to form an attractive and indispensable teaching and learning resource. Child welfare and social policy provides readers with an historical overview of child welfare in England and Wales; high quality contributions from leading authorities in the field; discursive introductions to each section that set individual chapters in the broader context of childhood studies and case study material to bring discussions to life. Key topics covered include morality and child welfare; relations between law, medicine, social work, social theory and child welfare; children's rights and democratic citizenship and children as raw material for 'social investment'. Child welfare and social policy is invaluable reading for students and academics in social policy, sociology, education and social work. It is also a useful resource for health and social work professionals wishing to follow current debates in theory and practice.

“A clear and crisply written account of machine intelligence, big data and the sharing economy. But McAfee and Brynjolfsson also wisely acknowledge the limitations of their futurology and avoid over-

simplification.” —Financial Times In The Second Machine Age, Andrew McAfee and Erik Brynjolfsson predicted some of the far-reaching effects of digital technologies on our lives and businesses. Now they’ve written a guide to help readers make the most of our collective future. Machine | Platform | Crowd outlines the opportunities and challenges inherent in the science fiction technologies that have come to life in recent years, like self-driving cars and 3D printers, online platforms for renting outfits and scheduling workouts, or crowd-sourced medical research and financial instruments.

Violence at work, ranging from bullying and mobbing, to threats by psychologically unstable co-workers, sexual harassment and homicide, is increasing worldwide and has reached epidemic levels in some countries. This updated and revised edition looks at the full range of aggressive acts, offers new information on their occurrence and identifies occupations and situations at particular risk. It is organised in three sections: understanding violence at work; responding to violence at work; future action.

An atmospheric and affecting novel set in rural Norway, by the award-winning author of *Before I Burn* In the waning days of the German occupation of Norway, Karin and her husband move from Oslo to a tiny village in the south with their young son, the narrator. There they aim to live out their dream of

caring for those who can't look after themselves. They have spent months building a modest house with rooms for patients, and it's soon filled with three adult men who are psychologically unstable—including Karin's uncle Josef, who suffered a head injury in a carriage accident—and five siblings whose parents have been declared unfit, and who are the subjects of much conversation in the village. This small and idiosyncratic community persists for nearly three decades. After his parents' deaths, the son returns to clean out this unusual home. The objects of his childhood retain a talisman-like power over him, and key objects—including an orange crate where he and his sister slept as infants, Josef's medal of honor, his mother's beloved piano, and many others—unlock vivid memories. In recounting the ways that the siblings both are and are not a part of his family, he reveals his special relationship with Ingrid, who cannot speak, and his sister's accidental death, which occurred when they were playing together, and its quiet yet tragic effects on the extended family. With warmth, gentle humor, and deep compassion, Gaute Heivoll portrays an unconventional family as it navigates an uncertain and often unkind world.

Many organisations are using an increased range of information technologies to support a variety of new organisational practices and organisational forms. The book aims to investigate the integration of

information technologies into work places and their effect on work and work-life. Issues include changes in: the nature, quantity and quality of work; power relations; privacy; and aspects of organisational culture. The book also considers the social process of shifting from present organisational structures and practices to new ones.

This book discusses what constitutes vocational education as well as its key purposes, objects, formation and practices. In short, it seeks to outline and elaborate the nature of the project of vocational education. It addresses a significant gap in the available literature by providing a single text that elaborates the scope and diversity of the sector, its key objectives (i.e. vocations and occupations), its formation and development as an education sector, and the scope of its purposes and considerations in the curriculum. The volume achieves these objectives by discussing and defining the concept of vocational education as being that form of education that seeks to advise individuals about, prepare them for, and further develop their capacities to perform the kinds of occupations that societies require and individuals need to participate in—and through which they often come to define themselves. In particular, it discusses the distinctions between occupations as a largely social fact and vocations as being a socially shaped outcome assented to by individuals. As people identify closely with the kinds of occupations

they engage in, the standing of, and the effectiveness of vocational education is central to individuals' well-being, competence and progress. Ultimately, this book argues that the provision of vocational education needs to realise important personal and social goals.

Developed to help occupational therapists learn to use the COPM. Provides a self-directed program which allows learning at your own pace, links reference materials in a step-by-step fashion, and demonstrates examples and clinical scenarios.

Gender equality in the labour market is a key topic in the Nordic cooperation on gender equality. The Nordic Council of Ministers has asked NIKK, Nordic Information on Gender, to coordinate the project Part-Time Work in the Nordic Region. The aim of the project is to shed light on and analyse part-time work in the Nordic region, develop reports and arrange conferences. During the Icelandic presidency of the Nordic Council of Ministers in 2014, the project followed up the earlier study. This second report is a research overview on the arguments used to explain part-time work and gender in the Nordic countries. Further, the report describe relevant measures taken by different actors in the labour market and the political sphere in order to reduce foremost women's part-time work. The researchers Ida Drange and Cathrine Egeland wrote the report on a request by NIKK.

Employment is an important part of a healthy, balanced and fulfilling life but less than 20 per cent of people with Asperger Syndrome (AS) are in work at any one time.

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The adults with AS in this book explore the issues surrounding employment, providing advice and insights for others with AS, as well as their employers and colleagues.

For the last 5 years I have been living with 94 adults. These 94 adults made up the sample of people in a study on adult development that Dale Dannefer and I began in 1980. This book represents my efforts to condense the almost 200 hours of tape-recorded material from the 94 adults into a form that captures at least some of the diversity and also some of the commonalities in their answers to the question "Who am I?" My version of their answers is based on their reflections about themselves as family members, workers, and people with a goal in life. In arriving at the conclusion that adults attempt to see themselves as loved, competent, and good human beings, I believe that I have done justice to these people and their answers to my interview questions. Arriving at the point of being able to write about these 94 people's identities has not been an easy process. Countless attempts at numerically based rating systems were tried and discarded progressively, until finally I decided to read all the transcripts in sequence, person by person rather than question by question. What I found when I approached them as total individuals was surprising to me. I found a vibrant theme of certainty and self-assuredness in their identities that flew in the face of my previous ideas about developmental change in adulthood.

The benefits of networking are many - improving the chances of keeping a job, getting a new one, career

progression, learning how to get along with others and improving personal effectiveness and company performance. Successful Networking is designed to remove the fear factor and encourage people to make the effort to 'network for success'. It gives you advice and guidance on handling any social or workplace situation that could be awkward. People are complex, and a lack of awareness of 'soft skills' can cause endless workplace challenges. Knowing that you have the ability to deal with all those you'll encounter will increase your self-confidence. With detailed information on the role of networking in the virtual community, which is essential knowledge for everyone today, this book is vital reading for anyone who wishes to stay ahead of the pack. Since the 1990's, a number of studies have documented a remarkable high and stable amount of popular engagement in civic organizations in Denmark, Norway and Sweden. Often these countries have been considered deviant cases against the proliferating decline of social capital studies. However, despite great international interest in the Scandinavian region, the volume argues that the civil societies and the civic engagement of these countries remain poorly understood. Most interest in the Scandinavian welfare models addresses the balance between state and market, but under communicates the role played by civil society and popular engagement in associations and voluntary organizations. The contributions offer a coherent portrait of stability and change in formal and informal forms of civic engagement over the past 25 years as well as offering contextualized knowledge of the

history and institutional design in which Scandinavian civil societies are embedded.

International Migration Law Glossary on Migration

This text provides a comprehensive overview of psychological approaches to understanding addictions. Without denying the importance of biological Factors, Emphasis Is Placed More Upon Social, Psychological And Emotional factors as is necessary to a complete understanding of addiction. Within this framework, an addiction is not limited to substance-based behaviours such as drinking alcohol, smoking or drug use. Although these important areas are covered, a wider perspective is taken to include behavioural addictions such as gambling, violence and joy riding. Finally, prevention approaches are discussed with reference to the public health model which encompasses issues relating to the agent, the host and the environment. A list of resources and references is provided for those wishing to obtain further information.; Written in a jargon-free style, "The Psychology of Addiction" is aimed at students at the beginning of their courses. It should also be a valuable resource for professionals: nurses, social workers, police and probation officers and medical students, who often encounter the problems described in the book.

It is often said that war is 5% horror and 95% boredom. In this sense, military boredom is historically enduring as well as personally enduring for the soldiers who have to endure it. This book contributes to a deeper understanding – historically, empirically and theoretically – of the complex

phenomenon of boredom in a military context. Operating theatres are very private workplaces. There have been few research investigations into how highly trained doctors and nurses work together to achieve safe and efficient anaesthesia and surgery. While there have been major advances in surgical and anaesthetic procedures, there are still significant risks for patients during operations and adverse events are not unknown. Due to rising concern about patient safety, surgeons and anaesthetists have looked for ways of minimising adverse events. Behavioural scientists have been encouraged by clinicians to bring research techniques used in other industries into the operating theatre in order to study the behaviour of surgeons, nurses and anaesthetists. *Safer Surgery* presents one of the first collections of studies designed to understand the factors influencing safe and efficient surgical, anaesthetic and nursing practice. The book is written by psychologists, surgeons and anaesthetists, whose contributions combine to offer readers the latest research techniques and findings from some of the leading investigators in this field. It is designed for practitioners and researchers interested in understanding the behaviour of operating theatre team members, with a view to enhancing both training and practice. The material is also suitable for those studying behaviour in other areas of healthcare or in high-risk work settings. The

aims of the book are to: a) present the latest research on the behaviour of operating theatre teams b) describe the techniques being used by psychologists and clinicians to study surgeons, anaesthetists and theatre nurses' task performance c) outline the safety implications of the research to date.

The World Health Organization supports tools and initiatives in Health Impact Assessment to dynamically improve health and well-being across different sectors. Human Impact Assessment (HuIA) is a relatively new concept. It describes an integrated process that encompasses both Health Impact Assessment and Social Impact Assessment and is used to anticipate the effects of programs, projects and decisions on human health and welfare. Sleep occupies approximately one-third of our lives, but its human impact remains largely unrecognized. The prevalence of excessive sleepiness is recognized to be increasing in industrialized societies. Without doubt, sleepiness and fatigue have high costs in terms of both lives lost and socioeconomic impact. For example, the National Highway Traffic Safety Administration estimates that up to 4% of all fatal crashes are caused by drowsy drivers and that as many as 100,000 deaths per year in the United States may be due to fatigue-related medical errors. Sleepiness and Human Impact Assessment provides a uniquely comprehensive exploration of many

different facets of sleepiness in our 24-hour society from the new HuiA point of view. Among the covered issues are the physiology and pathophysiology of sleep, its relationship to daytime alertness, fatigue and drugs, the relevance of sleep-related fatigue in various occupational settings and public safety. This book will be of assistance to physicians, occupational health professionals, ergonomists, researchers and decision-makers as they strive to understand the full significance of sleepiness and to create a culture of accountability in everyday life without sleep-related risks.

Student-Centered Leadership offers a timely and thoughtful resource for school leaders who want to turn their ideals into action. Written by educational leadership expert Viviane Robinson, the book shows leaders how they can make a bigger difference to the quality of teaching and learning in their school and ultimately improve their students' performance. This book is based not on fad or fashion but on the best available evidence about the impact of different types of leadership on student outcomes. The book includes examples of five types of leadership practice as well as rich accounts of the knowledge and skills that leaders need to employ them with confidence. Filled with practical lessons, clear information, and much inspiration, Robinson encourages leaders to experiment with changing how they lead so they can transform their schools for

the better. Student-Centered Leadership is part of the Jossey-Bass Leadership Library in Education series. Praise for Student-Centered Leadership "Student-Centered Leadership shines with clarity and practical, powerful ideas. Add this book to your leadership library."—Michael Fullan, author, *The Six Secrets of Change and Leading in a Culture of Change* "Viviane Robinson's compelling book is both evidence based and profoundly practical."—Steve Munby, chief executive, National College for Leadership of Schools and Children's Services, England "This book will be an equally important resource for individual school leaders, professional developers, and administrator-preparation programs. There will be two copies on my shelf—one to loan and one for my own reference."—Karen Seashore Louis, Regents Professor, University of Minnesota

Arbejdsløsheden blandt unge er betydelig større end den generelle arbejdsløshed i de nordiske lande. En voksende gruppe af unge i Norden har risiko for ikke at komme ind på arbejdsmarkedet – ikke blot som ung, men også i deres voksne liv. Flere og flere virksomheder tager et ansvar i forhold til at hjælpe de unge nærmere en plads på arbejdsmarkedet. Ofte kan virksomheden være vejen til at komme videre i uddannelse eller få læreplads for en ung arbejdsløs. Virksomhederne kan tilbyde de udsatte unge noget andet end fx en sagsbehandler eller et skoleophold kan. De unge får bl.a. mulighed for at

prøve sig selv af i forbindelse med forskellige arbejdsopgaver og brancher, og de lærer noget om ansvar, samarbejde og arbejdsmarkedskultur. Denne undersøgelse kortlægger eksempler på best practice for virksomheders indsatser for at sikre, at udsatte unge med svag forankring på arbejdsmarkedet kommer i beskæftigelse eller uddannelse. Kortlægningen ser på praksis i de fem nordiske lande: Danmark, Norge, Sverige, Finland og Island. De udvalgte cases har alle til formål at sikre udsatte unges integration på arbejdsmarkedet Migration is increasingly being acknowledged as an issue that needs a global approach and coordinated responses. States are not only discussing migration issues at the bilateral level, but also regionally and lately in global arenas. A commonly understood language is indispensable for such coordination and international cooperation to be successful. This glossary attempts to serve as a guide to the mire of terms and concepts in the migration field, in an effort to provide a useful tool to the furtherance of such international cooperation and the common understanding of migration issues.

This book describes the framework of inductive dependency parsing, a methodology for robust and efficient syntactic analysis of unrestricted natural language text. Coverage includes a theoretical analysis of central models and algorithms, and an empirical evaluation of memory-based dependency

parsing using data from Swedish and English. A one-stop reference to dependency-based parsing of natural language, it will interest researchers and system developers in language technology, and is suitable for graduate or advanced undergraduate courses.

This cult classic of gonzo journalism is the best chronicle of drug-soaked, addle-brained, rollicking good times ever committed to the printed page. It is also the tale of a long weekend road trip that has gone down in the annals of American pop culture as one of the strangest journeys ever undertaken. Now a major motion picture from Universal, directed by Terry Gilliam and starring Johnny Depp and Benicio del Toro.

Å være jobbsøker er noe av det mest utfordrende du vil oppleve i løpet av din karriere. Du skal selge deg selv i konkurranse med andre mennesker som ofte er både dyktigere enn deg og har spissere albuer – mennesker fra hele verden! For å lykkes må du ha kunnskaper om arbeidsmarkedet, hvordan du skal skrive en vinner-CV og jobbsøknad og hvordan du skal gi det beste av deg selv under et intervju. Det lærer denne boken deg. Forfatteren har i mange år har hun jobbet innen kommunikasjon med rekruttering, som markeds-koordinator, NAV-veileder, karriereveileder, kursinstruktør, foredragsholder og skribent. Skole og oppdraging er under angrep – frå marknaden. Den marknadsstyrte skolen krev ein skole som er effektiv, som gjev målbare resultat og som hevdar seg på PISA-rankinga. Den krev at elevane blir humankapital. Den krev privatisering og fagforeiningsknusing. Den krev fjerning av lønns- og arbeidstidsavtalar, kontroll av læraren, målstyring og instrumentell undervisning. Berre då kan vi overleve i den globale konkurransen, hevdar den. Berre då kan vi lage den

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nyliberale utopien, «kunnskapssamfunnet». Siktemålet med boka er ein systemkritikk av den nyliberale skolen og ekstremvarianten ein finn i Oslo. Forteljinga frå Osloskolen skriv seg inn i ei større historie om ein politisk og ideologisk kamp om innhaldet i norsk skole. Kampen står om eleven, om skolen og om kva samfunn vi vil ha. Simon Malkenes er forfattar og lektor i vidaregåande skole i Oslo.

The well-being of individuals routinely depends on their success in obtaining goods and avoiding burdens distributed by society. *Local Justice* offers the first systematic analysis of the principles and procedures used in dispensing "local justice" in situations as varied as the admission of students to college, the choice of patients for organ transplants, the selection of workers for layoffs, and the induction of men into the army. A prominent theorist in the field of rational choice and decision making, Jon Elster develops a rich selection of empirical examples and case studies to demonstrate the diversity of procedures used by institutions that mete out local justice. From this revealing material Elster fashions a conceptual framework for understanding why institutions make these crucial allocations in the ways they do. Elster's investigation discloses the many complex and varied approaches of such decision-making bodies as selective service and adoption agencies, employers and universities, prison and immigration authorities. What are the conflicting demands placed on these institutions by the needs of applicants, the recommendations of external agencies, and their own organizational imperatives? Often, as Elster shows, methods of allocation may actually aggravate social problems. For instance, the likelihood that handicapped or minority infants will be adopted is further decreased when agencies apply the same stringent screening criteria—exclusion of people over forty, single parents, working wives, and low-income families—that they use for more sought-

after babies. Elster proposes a classification of the main principles and procedures used to match goods with individuals, charts the interactions among these mechanisms of local justice, and evaluates them in terms of fairness and efficiency. From his empirical groundwork, Elster builds an innovative analysis of the historical processes by which, at given times and under given circumstances, preferences become principles and principles become procedures. Local Justice concludes with a comparison of local justice systems with major contemporary theories of social justice—utilitarianism, John Rawls's *A Theory of Justice*, Robert Nozick's *Anarchy, State, and Utopia*—and discusses the "common-sense conception of justice" held by professional decision makers such as lawyers, economists, and politicians. The difference between what we say about justice and how we actually dispense it is the illuminating principle behind Elster's book. A perceptive and cosmopolitan study, *Local Justice* is a seminal work for all those concerned with the formation of ethical policy and social welfare—philosophers, economists, political scientists, health care professionals, policy makers, and educators. This book aims to help teachers and those who support them to re-imagine the work of teaching, learning and leading. In particular, it shows how transformations of educational practice depend on complementary transformations in classroom-school- and system-level organisational cultures, resourcing and politics. It argues that transforming education requires more than professional development to transform teachers; it also calls for fundamental changes in learning and leading practices, which in turn means reshaping organisations that support teachers and teaching – organisational cultures, the resources organisations provide and distribute, and the relationships that connect people with one another in organisations. The book is based on findings

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from new research being conducted by the authors – the research team for the (2010-2012) Australian Research Council-funded Discovery Project *Leading and Learning: Developing Ecologies of Educational Practice*.

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