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The global popularity of herbal supplements and the promise they hold in treating various disease states has caused an unprecedented interest in understanding the molecular basis of the biological activity of traditional remedies. Herbal Medicine: Biomolecular and Clinical Aspects focuses on presenting current scientific evidence of biomolecular ef

Publisher Description

United States economic sanctions against North Korea began on June 28, 1950, three days after the outbreak of the Korean War. Since then, the United States, its allies, and the United Nations have increasingly imposed economic sanctions against North Korea in an attempt to destabilize and manipulate the North Korean regime. This book first provides a thorough historical overview of U.S. and U.N. sanctions against North Korea since 1950. Then, several essays propose ways to make such sanctions more politically effective while limiting their harmful humanitarian consequences. Finally, the book discusses the impact of the newest, six-nation agreement signed in February 2007 which would shut down North Korea ' s nuclear facility in return for economic aid and a security guarantee. Several appendices provide brief guides to the history of North Korea and the country ' s nuclear weapons program.

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Adverse impact analyses and test validation promote social justice and equity. Employers who unknowingly use invalid tests or recruitment procedures that have an adverse impact are reducing minority and/or female representation in their workforce, unfairly screening out qualified workers and (worst of all) just plain discriminating. Dan Biddle's Adverse Impact and Test Validation provides you with analyses that allow you to identify which of your selection procedures have adverse impact. The validation steps will help you decide whether to keep the selection procedure (because it's valid), change it, or stop using it altogether. This second edition contains new material on using multiple regression to evaluate pay practices and provides step-by-step instructions for using SPSS or Excel for evaluating your company's pay practices for possible inequities. New content on how to define "Internet applicants" and set up defensible Basic Qualifications (BQs) for online recruiting will help employers ensure compliance with EEO regulations and screen in qualified applicants. Specific guidelines for developing and validating written job knowledge tests, such as those used for police and fire promotional testing, have also been included in this new edition. The CD included in the back cover of the book includes tools (which may be used on a trial evaluation basis) describing several of the functions described in the book, including Adverse Impact Toolkit®, Test Validation and Analysis Program® (TVAP®), Guidelines Oriented Job Analysis® (GOJA®) Manual, and Content Validity Checklists. This highly pragmatic guide goes beyond the concepts, theories and ideas behind adverse impact and test validation. It not only explains what to do but crucially, also shows you how to do it. The second edition has been expanded to include two brand new chapters with a new Appendix and comes with new editions of the accompanying software. As a means of protecting your organization from litigation, damage to employee relations and to your corporate reputation, Adverse Impact and Test Validation is a 'must-have' purchase for human resource professionals, testing and recruitment specialists.

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