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- Type of migration:
  - Migratory birds
  - Non-migratory birds
    - Breeding birds
    - Resident birds
    - Sub-adult birds
    - Juvenile birds
    - Immature birds
    - Sub-adults
  - Seasonal migrants
- Reasons for migration:
  - Food availability
  - Climate
  - Nesting sites
  - Mating
  - Migration routes
  - Predation
  - Human activity

- Types of Dissemination:
  - Oral Presentations
- Key Features:
  - Displays Images & Diagrams
  - Describes the research problem and its theoretical framework
  - Describes the research methods
  - Describes the results for assessing the hypotheses and problems

**Significance:**  
The probability of getting a result  
**Significance level:**  
Probability of getting a result as extreme as or more extreme than the observed result if the null hypothesis is true.

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NET WORLD SPORTS  
SINCE 1997

**Type of Recognition**

- Recognition of achievement with monetary changes in remuneration or recognition
- Recognition of service: for exceeding all organizational norms
- Reward: high performance, good work, contribution to organization, productivity
- Recognition of personal achievement
- Recognition of individual contribution
- Other: recognition of personal achievement
- Examples:
  - Bonus
  - Gift
  - Award
  - Clothing
  - Monetary recognition (e.g. gift cards)
  - Recognition of service (e.g. certificate)
  - Recognition of achievement (e.g. trophy, plaque)
  - Recognition of personal achievement (e.g. certificate)

**Recognition dimensions of the theory (Tichy et al., 1980; Tichy et al., 1983)**

- Recognition of achievement
- Recognition of service
- Recognition of personal achievement

**Individual recognition**

- Individual recognition: the person being recognized is the target of reward
- Team: reward for the team, not for individuals
- Group: reward for the group

**Type of Dissemination**

- Direct communication with individual users

**Key Features**

- "One-to-one" delivery of information to individual users
- Shared responsibility for information delivery and dissemination
- Characteristics of audience (e.g., education and "readiness") will impact delivery strategy
- Individualized for each user
- Short duration
- Delivered via telephone or computer

  - Direct dial, conference call, video conference, and "distance learning" (e-mail)

**Disadvantages**

- Expensive to deliver information to individual users - staff required to staff calls - expensive staff (e.g., R.N.s)

Customer Info		Customer Data	
Customer Name	Customer Address	Order ID	Order Status
First Name	Customer Email	Customer	Order Details
Last Name	Customer Phone	Customer Address	Order Products
Customer Address	Customer Notes	Customer Notes	Customer Profile
Customer City	Customer Zip	Customer Zip	Customer Rating
Customer State	Customer Country	Customer Country	Customer Review
Customer Postcode	Customer Latitude	Customer Latitude	Customer Points
Customer City	Customer Longitude	Customer Longitude	Customer Points
Customer Postcode	Customer Address	Customer Address	Customer Points
Customer City	Customer Email	Customer Email	Customer Points
Customer Postcode	Customer Phone	Customer Phone	Customer Points