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relevant and interesting to students. And we know from feedback from instructors and students that the text does engage them. Our increased focus on the challenges and opportunities facing businesses large and small and integrated timely examples bring management issues to life for students. The number and complexity of strategic, organizational, and human resource challenges facing managers and employees continue to rise. In most companies, managers at all levels address these challenges by implementing new and improved management techniques and practices. Today, relatively small differences in performance between companies, such as in the speed at which they bring new

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products or services to market or in the ways they motivate their employees to find ways to reduce costs or improve performance, can combine to give a company a significant competitive advantage. Managers and companies that utilize proven management techniques and practices in their decision making and actions increase their effectiveness over time" --

Jones and George ' s, Essentials of Contemporary Management, Ninth Edition, provides the most current,concise account of changes taking place in the world of management and management practices while making the text relevant and interesting to students. It mirrors the changes

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taking place in today's management practice by incorporating recent developments in management theory and research. This text also provides vivid, current examples of how managers of companies, large and small, address the challenges and opportunities they face and how they can effectively meet them. A hallmark of this text is how the authors infuse real managers who seize opportunities, overcome challenges, and effectively manage and lead their organizations in their Manager as a Person feature, allowing students to see real-life management in action. Central to the books' approach, boxed material is seamlessly integrated into the text and an integral part of the learning experience; it is not

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