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The Long Work Hours CultureThe Oxford Handbook of Gender in OrganizationsWork-Family DynamicsWhat's Wrong with Work?Doing the Right ThingManagement IntelligenceWomen's Work, Men's CulturesBabies and Bosses - Reconciling Work and Family Life (Volume 2) Austria, Ireland and JapanEIRObserverThe Employment RelationshipRisk, Culture, and Health InequalityOrganisations, Careers and CaringCoaching for the FutureCombining Self-employment and Family LifeBreaking the Long Hours CultureParliamentary Debates (Hansard).Stress, Self-Esteem, Health and WorkWorklife BalanceThe Legal Culture and System of TaiwanThe Work-Family InterfaceMotivation, Ability and Confidence Building in PeopleThe Routledge Companion to Wellbeing at WorkFaulkner and the Discourses of CultureEducational LeadershipCommunity ValueInfluencing Organizational EffectivenessEncyclopaedia of Occupational Health and Safety: The body, health care, management and policy, tools and approachesHuman Resource Management and Occupational Health and SafetyAround the ClockWork and LeisureExpanding the Boundaries of Work-Family ResearchManaging Human ResourcesEmployment LawFathers and Mothers: Dilemmas of the Work-Life BalanceFuture WorkAn Introduction to Contemporary

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Work Psychology Gender Divisions and Working Time in the New Economy How to Get Pregnant Farmer's Advocate and Home Journal Training, Developing, and Motivating People

The Long Work Hours Culture

As the number of working mothers increases, many employers are promoting work-life balance policies. This report looks at the effects of these employment changes on the lives of both women and men.

The Oxford Handbook of Gender in Organizations

The new career for teachers which is currently developing, encourages responsibility for self-development. The learning needed for this new career focuses on personal competencies, which make teachers highly effective. This book outlines personality and identity, motivation and reward strategies, the emotions of leadership and the values and ethics which underpin professional integrity. Using a practical but evidence-based approach, the author outlines how to develop creativity, assertiveness and emotional intelligence using techniques such as neuro-linguistic programming to model excellence. The author shows how teachers can use work on effective people to develop their own performance and

Work-Family Dynamics

This OECD study considers how a wide range of policies, including tax/benefit policies, childcare policies, and employment and workplace practices, help determine parental labour market outcomes and family formation in Austria, Ireland and Japan.

What's Wrong with Work?

This series of six core module texts and five new optional unit texts provides comprehensive coverage of Vocational AS and A Level Business Studies. Each book focuses on vocational aspects of business, rather than theoretical models, allowing the reader to understand how businesses operate.

Doing the Right Thing

Despite the increasing policy interest in work-life balance issues, relatively little research has been carried out into the links between self-employment and family life. This report considers, for the first time, the extent to which new family-friendly initiatives and legislation provide adequate support for self-employed parents. Drawing on an analysis of survey material from 10,000 families with children, the

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report explores topical issues such as: whether self-employment offers working parents greater flexibility than other forms of employment the price of flexibility difficulties in relation to childcare differences between the experiences of self-employed mothers and fathers

Management Intelligence

The workplace is changing with new technology and innovations that give people more autonomy over how, when and where they work

Women's Work, Men's Cultures

Contemporary societies are characterised by new and more flexible working patterns, new family structures and widening social divisions. This book explores how these macro-level changes affect the micro organisation of daily life, with reference to working patterns and gender divisions in Northern and Western Europe and the United States.

Babies and Bosses - Reconciling Work and Family Life (Volume 2) Austria, Ireland and Japan

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In this book Linda Holbeche offers an historical narrative on the changing landscape of work since the 1980s and considers how definitions of organizational effectiveness have changed over time. She considers the characteristics and effects of the neo-liberal work culture of new capitalism, and how HRM practices have contributed to shaping this work culture. Influencing Organizational Effectiveness challenges mainstream thinking around business strategy, change and organizational effectiveness, and about the roles of HRM and management. While the overall tone of the book is critical, Holbeche argues that HRM can play an active role in giving voice to employees and advancing organizational effectiveness. Grounded in research, this book includes reflective questions, case studies and helpful guidelines to support HRM and organizational development professionals and master's-level students. It illustrates what 'better' might look like and how HRM can contribute to a new definition of effectiveness which is aligned to the needs of modern organizations.

EIRObserver

Work-life integration is an increasingly hot topic in the media, social research, governments and in people's everyday lives. This volume offers a new type of lens for understanding work-family reconciliation by studying how work-family dynamics are shaped, squeezed and developed between consistent or competing logics in different societies in Europe and the US. The three institutions of "state",

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"family" and "working life", and their under-explored primary logics of "regulation", "morality" and "economic competitiveness" are examined theoretically as well as empirically throughout the chapters, thus contributing to an understanding of the contemporary challenges within the field of work-family research that combines structure and culture. Particular attention is given to the ways in which the institutions are confronted with various moral norms of good parenthood or motherhood and ideals for family life. Likewise, the logic of policy regulation and gendered family moralities are challenged by the economic logic of working life, based on competition in favour of the most productive workers and organizations. Demonstrating different aspects of what is behind and between the logics of state regulation, morals and market, this innovative volume will appeal to students, teachers and researchers interested in areas such as family studies, welfare state studies, social policy studies, work life studies as well as and gender studies.

The Employment Relationship

Occupational Health and Safety (OHS) is a complex area which interacts widely with a broader spectrum of business interests and concerns. To date OHS has been confined to the periphery of Human Resource Management (HRM), where its role, influence and importance have been overlooked. This text sets out to reposition OHS in HRM and business agendas. This book unravels the complex range of factors affecting OHS policy, practice and outcomes. These factors are then placed

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into context within the international airline, call centre and nuclear power industries. The author presents a wide range of primary and secondary research in order to offer an accessible framework for OHS in contemporary occupational settings. This book will be essential reading for students, practitioners and professional academic audiences who seek a broader understanding of the relationship and interaction between HRM principles, policies and practices and OHS.

Risk, Culture, and Health Inequality

Globalization, economic development and changes in social environments have put the relationships between work, leisure, social structure and quality of life under the spotlight. Profound transformations in the nature and organization of work are occurring, with potentially far-reaching social and economic consequences. Increasingly, organizations demand greater flexibility from their workforces and are introducing new technologies and practices in response to global competitive pressures. At the same time many employees are experiencing long working hours, increasing workloads and job insecurity, along with the challenge of balancing work and domestic responsibilities. These changes threaten long-term gain in leisure time while, simultaneously, the leisure environment is also changing radically, as we see increasing commercialization and professionalization of leisure services and experiences, the influence of the Internet, the rise of gambling and

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the decline of community-based activity. Exploring all of these issues, this book brings together specially commissioned chapters from international experts in a wide range of disciplines concerned with work, leisure and well-being. Each author takes stock of the current position, identifies core practical and theoretical issues and discusses possible future trends in order to provide an invaluable resource for all policy-makers, educators, employers and researchers in the field.

Organisations, Careers and Caring

UK employees work more than ten hours over their contracted hours. The European Community's Working Time Directive has made UK employers look at the matter of long hours. This report supported by the IES Research Club of leading UK employers, includes case studies from five organizations.

Coaching for the Future

Over recent years, many companies have developed an awareness of the importance of an active, rather than passive, approach to wellbeing at work. Whilst the value of this approach is widely accepted, turning theory into effective practice is still a challenge for many companies. The Routledge Companion to Wellbeing at Work is a comprehensive reference volume addressing every aspect of the topic.

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Split into five parts, it explores different models of wellbeing; personal qualities contributing to wellbeing; job insecurity and organizational wellbeing; workplace supports for wellbeing; and initiatives to enhance wellbeing. The international team of contributors provide a solid foundation to research and practice, including contemporary topics such as architecture, coaching, and fitness in the workplace. Edited by two of the world's leading scholars on the subject, this text is a valuable tool for researchers, students, and practitioners in HRM and organizational psychology.

Combining Self-employment and Family Life

The issue of gender in organizations has attracted much attention and debate over a number of years. The focus of examination is inequality of opportunity between the genders and the impact this has on organizations, individual men and women, and society as a whole. It is undoubtedly the case that progress has been made with women participating in organizational life in greater numbers and at more senior levels than has been historically the case, challenging notions that senior and/or influential organizational and political roles remain a masculine domain. The Oxford Handbook of Gender in Organizations is a comprehensive analysis of thinking and research on gender in organizations with original contributions from key international scholars in the field. The Handbook comprises four sections. The first looks at the theoretical roots and potential for theoretical development in

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respect of the topic of gender in organizations. The second section focuses on leadership and management and the gender issues arising in this field; contributors review the extensive literature and reflect on progress made as well as commenting on hurdles yet to be overcome. The third section considers the gendered nature of careers. Here the focus is on querying traditional approaches to career, surfacing embedded assumptions within traditional approaches, and assessing potential for alternative patterns to evolve, taking into account the nature of women's lives and the changing nature of organizations. In its final section the Handbook examines masculinity in organizations to assess the diversity of masculinities evident within organizations and the challenges posed to those outside the norm. In bringing together a broad range of research and thinking on gender in organizations across a number of disciplines, sub-disciplines, and conceptual perspectives, the Handbook provides a comprehensive view of both contemporary thinking and future research directions.

Breaking the Long Hours Culture

This is the first comprehensive overview of work psychology, with coverage of classic models, current theories, and contemporary issues affecting the 21st-century worker. Examines the positive aspects of work—motivation, performance, creativity, and engagement—instead of focusing only on adverse effects Edited by leaders in the field with chapters written by a global team of experts from the US,

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UK, Europe, and Australia Discusses topics such as safety at work, technology, working times, work-family interaction, working in teams , recovery, job demands and job resources, and sickness absence Suitable for advanced courses focused on work psychology as a sub discipline of work and organizational psychology Didactic features include questions for discussion, boxes with practical applications, further reading sections, and a glossary

Parliamentary Debates (Hansard).

This volume focuses upon the complex nature of the work-family interface, and how families around the globe deal with the inherent dilemmas therein. Chapters examine how work affects families in both overt and discrete manners, as well as how family life, in turn, affects paid employment.

Stress, Self-Esteem, Health and Work

This updated edition offers a fresh approach to the law governing employment relations, emphasising the contemporary policy themes of social inclusion, competitiveness, and the rights of citizenship in the workplace. It acts as a succinct and accessible overview for those new to the subject as well as an excellent summary for students. Employment Law covers all the main areas of the subject

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including contracts of employment, anti-discrimination law, trade unions, industrial action, and human rights in the workplace. It also discusses how UK law, under the influence of EU law and international protection of human rights, has been transformed for the twenty-first century by pursuing new goals such as helping to achieve a better balance between work and life, to improve the competitiveness of business through partnership institutions, and to provide superior protection for the basic rights of employees in the workplace. Offering frequent comparisons with the law of other countries, including the United States, the book also discusses the effectiveness of employment regulation as well as examining the different national and transnational methods available.

Worklife Balance

This volume seeks to address the rising expectations of working parents in advanced Western welfare states for work-life balance and quality of life, and the tensions that ensue from these expectations within individual lives, households, work organizations, and policy frameworks.

The Legal Culture and System of Taiwan

With contributions from thirty authors from fifteen countries, this is a 'white book'

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for international work-family research and practice. The authors offer a bold look at the future and provide guidelines for future research, focusing on applied, international work-family research.

The Work-Family Interface

Motivation, Ability and Confidence Building in People

With a special place among the world's important trading countries, Taiwan presents the international practitioner with its own particular legal issues and problems. Among the world's most many-sourced legal systems, the law of Taiwan sustains major elements from Chinese and Japanese sources as well as its own indigenous and traditional rules and strong influences from both civil and common law traditions. This convenient guide, written by a scholar-practitioner who is both Dean of Law at the National Taiwan University and a panelist in the World Trade Organization's Dispute Settlement Body, is an ideal introduction and practical handbook for anyone involved in a transaction that raises issues in Taiwanese law. After detailed summaries of Taiwan's system of government, its court system, sources of law, and administrative law and procedure, the author covers practice and procedure in such fields of legal activity as the following: contracts; torts;

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consumer protection; property rights; family law; law of succession; alternative dispute resolution; intellectual property law; trade; government procurement; labor law; and criminal law and procedure. International lawyers will find all the legal situations most likely to arise in the course of transactions connected to Taiwan covered expertly and knowledgeably in this very useful book. It is also valuable to students and scholars for its special insights into issues of comparative law.

The Routledge Companion to Wellbeing at Work

In order to get the best out of people in organisations, managers need to address the fundamental principals of people management: those of motivation, ability and confidence building. This proposed book aims to bring together clarity and understanding of these three main areas in one text with anecdotes and practical examples to enable managers to gain demonstrable improvements in organisational performance through their people. The material will be underpinned with just enough theory to establish a rationale for practice. While a highly practical text, the aim is to meet many of the learning outcome requirements of the Certificate in Management and Diploma in Management people management / empowerment modules

Faulkner and the Discourses of Culture

Educational Leadership

Work isn't working. We all love to hate our jobs. Everyone moans about the same things: we're not listened to; we're not trusted; we spend our time in pointless meetings; we're weighed down by bureaucracy; we hate our boss; we're overloaded and work saps time and energy from the rest of our lives. It shouldn't be like this. Work ought to be, and can be meaningful and fulfilling. In *What's Wrong with Work?* Blaire Palmer shows how work can change. Confronting all the big problems head-on, the book shows what you can do about each one, to make work better for you and those around you, now. Packed with case studies and tips, *What's Wrong with Work?* is essential reading for the modern office.

Community Value

At the risk of sounding frivolous, there is a good case to be made for the argument that women constitute the revolutionary force behind contemporary social and economic transformation. It is in large part the changing role of women that explains the new household structure, our altered demographic behaviour, the growth of the service economy and, as a consequence, the new dilemmas that the advanced societies face. Most European countries have failed to adapt adequately

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to the novel challenges and the result is an increasingly serious disequilibrium. Women explicitly desire economic independence and the societal collective, too, needs to maximise female employment. And yet, this runs up against severe incompatibility problems that then result in very low birth rates. Our aging societies need more kids, yet fertility levels are often only half of what citizens define as their desired number of children. No matter what happens in the next decade, we are doomed to have exceedingly small cohorts that, in turn, must shoulder the massive burden of supporting a retired baby-boom generation. Hence it is tantamount that tomorrow's adults be maximally productive and, yet, the typical EU member state invests very little in its children and families.

Influencing Organizational Effectiveness

Distinctively links stress, self- esteem, health and work as a way to develop individual and organizational strategies for dealing with stress. It proposes an innovative concept of organizational self- esteem and a new philosophy for managing companies in order to create an establishment that is healthy emotionally, economically and ethically.

Encyclopaedia of Occupational Health and Safety: The body, health care, management and policy, tools and approaches

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A common metaphor for modern life is 'keep the plates spinning', but it is becoming increasingly hard to balance professional and private lives, and this takes its toll. The authors examine the working relationship between the organisation and employee, and establish new ways that managers can broker a better deal for all concerned.

Human Resource Management and Occupational Health and Safety

Corporate diversity programs often fail because of resistance in workplace culture. The author sets out an approach to real change by analysing the role of organisational cultures in marginalising women workers. Based on academic research, case studies and interviews, the author presents a new model for changing organisational culture

Around the Clock

This revised edition is a comprehensive, authoritative set of essays. It is more detailed and analytical than the mainstream treatments of HRM. As in previous editions, *Managing Human Resources* analyses HRM, the study of work and employment, using an integrated multi-disciplinary approach. The starting point is

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a recognition that HRM practice and firm performance are influenced by a variety of institutional arrangements that extend beyond the firm. The consequences of HRM need to incorporate analysis of employees and other stakeholders as well as the implications for organizational performance.

Work and Leisure

Coaching has surged in popularity in recent years, gaining acceptance as a high-impact tool for executive development, and is finding broader and farther-reaching business applications. Increasingly, coaching is seen as the strategic solution for the key business issues - managing the knowledge embedded in the organisation, ensuring the continuous development of that knowledge and managing the knowledge worker. These are critical to competitive success, regardless of whether your organisation is a commercial, not-for-profit or government agency. Janice Caplan has drawn on a wealth of experience to deliver this definitive title, through the use of practical tools and techniques, fully supported by a wealth of case studies from leading organisations in every field, including call centres, television news reporting, the arts world, and a number of public and private sector organisations.

Expanding the Boundaries of Work-Family Research

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How to Get Pregnant is the essential guide to helping you achieve a happy, healthy pregnancy, telling you all you need to know about fertility and conception in one volume. The average couple takes around six months to conceive, and as many as a quarter of all couples take up to one year - after this time around one in six couples will continue to have problems and may need to seek help. This book provides vital, easily accessible information for couples at all stages, including updates on the latest developments, from ICSI to alternative therapies, nutritional advice, and all the most useful website and contact addresses. - Simple ways to enhance your natural fertility - Causes of infertility and the treatments available - When to seek medical advice - How to make the most of medical solutionsInvaluable advice on emotional well-being for partners, and their friends and families

Managing Human Resources

Adrian Furnham takes a sideways glance at management in this book of short essays. The essays are like tablets: to be taken a few at a time. They are designed to cure hangovers, reduce blood pressure and lighten the mood. They are also meant to be prophylactics against managerial madness. Take two, then call Adrian in the morning.

Employment Law

Revised and expanded, this edition provides comprehensive coverage of occupational health and safety. A new CD-ROM version is available which provides the benefits of computer-assisted search capabilities.

Fathers and Mothers: Dilemmas of the Work-Life Balance

Throughout his career, William Faulkner produced a literary discourse remarkably contiguous with other discourses of American culture, but seldom has his work been explored as a participant in the shifts and ruptures that characterize modern discursive systems. Charles Hannon argues in his brilliant new study that the language of Faulkner's fiction is replete with the voiced conflicts that shaped America and the South from the 1920s to 1950. Specifically, Hannon takes five contemporary debates -- in historiography, law, labor, ethnography, and film -- and relates them both to canonical and less-discussed texts of Faulkner. Hannon employs a theoretical middle ground between Michael Bakhtin's stylistics of the novel and Michel Foucault's model of discourse as an autonomous self-regulated domain, while also drawing from the vast critical literature on Faulkner's fiction. He begins by linking the story cycle *The Unvanquished* to the battle over interpretations of American history as voiced by the Nashville Agrarians on the one

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hand and W. E. B. DuBois on the other. Next Hannon shows how Faulkner's detective fiction of the early 1930s and portions of his novel *The Hamlet* were affected by the emerging schism between adherents of a new school of legal realism and those bound to a more conservative formalist jurisprudence. According to Hannon, Faulkner's great novel *Absalom, Absalom!* reflects in its depiction of various forms of labor one of Franklin Roosevelt's major New Deal accomplishments -- the Wagner Act of 1935 -- as well as contract disputes in the agricultural and manufacturing South and in the film studios of Hollywood. Hannon discusses Faulkner's experimentation in *The Hamlet* vis-à-vis the development of the ethnographic method in the field of anthropology. He concludes with a fascinating analysis of the filming of *Intruder in the Dust* in Faulkner's hometown of Oxford, Mississippi. Through Hannon's keen interpretive readings, Faulkner's texts emerge as a complex "node" in the larger discursive conflicts of his time. Though he often seemed to be detached from influence, Faulkner was, Hannon reveals, intensely attentive to ideas at the fore.

Future Work

Lynda Barley explores the fragmentation of community life in Britain, encouraging churches to provide links and make the most of the 'community value' they bring to their areas.

An Introduction to Contemporary Work Psychology

This timely report considers how childcare services are meeting the needs of parents working atypical hours. Using information from a survey of Early Years Development and Childcare Partnerships in England, a survey of childcare providers from two local authorities and a number of case studies, the report addresses in particular what helps and what hinders the development of such services. It will be invaluable to policymakers, employers, academics and organisations with an interest in developing childcare services.

Gender Divisions and Working Time in the New Economy

Contains the 4th session of the 28th Parliament through the session of the Parliament.

How to Get Pregnant

Work hours has become a 'hot topic'. This volume examines the effects of work hours on individual, family and organizational health. It considers why some people work long hours and the potential costs and benefits of this investment. Some work long hours out of necessity, others willingly. Interestingly, most people, however,

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want to work fewer hours than they now do. One's motives for working long hours (the why) and one's attitudes and behaviours while working (the how) emerge as critical factors in the link between work hours and well-being. Contributions from experts from six countries address workaholism, the distinction between passion and addiction to work, 'loving one's job', the role of technology as an enabler of long work hours, consequences of fatigue from over-work, strategies for short-term recovery from long hours, and initiatives for enriching one's quality of life. Coming to grips with work hours requires difficult choices by individuals, families, organizations and society at large. This collection will be of value to managers and professionals concerned about people, and academics, students, researchers and policy makers interested in ways work can be meaningful, decent rather than debilitating.

Farmer's Advocate and Home Journal

Examines uses and abuses of "risk" by social actors in sites around the globe, with a particular focus on health inequality. Ethnographic accounts demonstrate how people make sense of everyday health risks as they confront urgent health concerns ranging from safe sex to global food security.

Training, Developing, and Motivating People

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Challenges Facing the Employment Relationship in Future Organizations addresses the issues of change within employee relationships resulting from the impact of factors such as: * international competitive pressures * technological change * changing individual expectations and behaviours The new employment contract is analysed from inside and outside organizations and the issues are addressed from both a human resource management and work psychology perspective. This book:

- * Reviews the phenomenon of globalization, outlining the current impacts on the employment relationship and summarizing the assumed impacts on future work *
- * Looks at the employment relationship from a labour market perspective and reviews the evidence on an increasing individualization of the employment relationship *
- * Reviews work by psychologists on the changing psychological contract *
- * Provides an overview of new forms of work organization, drawing attention to research on virtual organization and implications of e-enablement *
- * Outlines the challenges to the employment relation on a global scale *
- * Illustrates the connection between HRM policies/practices and work psychology *
- * Provides an up to date summary of existing research, knowledge and debate *
- * Considers a wide range of factors that impact on change within employee relationships

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