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Summary Applications HVAC-system pumping; general purpose pumping; industrial/process pumping (water or glycol based). Description The Armstrong Suction Guides (SG) are multi-function pump fittings that provide a 90° elbow, guide vanes,... Materials Cast Iron, ductile iron; grooved, flanged or

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NRC (Noise Reduction Coefficient) is a standard measurement for a material's acoustical absorption ranging from 0.00 (no absorption) to 1.00 (total absorption). CAC (Ceiling Attenuation Class) is a standard measurement of a ceiling system's ability to block sound between two closed

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spaces. CAC values of 35 or greater are recommended to achieve speech privacy.

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Robb Armstrong has been described by People Magazine as “one of the hottest young cartoonists in America.” His award-

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winning comic strip, JumpStart, is syndicated in more than 300 newspapers in eight countries. Fearless is both a compelling read and an inspirational lesson on life. Robb Armstrong is one of the lucky ones. One of a handful of African-American artists to have a comic strip nationally syndicated in more than 300 publications, he gets to draw for a living. He works at home, so he can spend more time with his wife and two kids. He travels around the country, teaching drawing and sharing stories about his life with young people. He's even met his share of famous people, including his idol, Charles Schulz. But his life wasn't always so charmed. Born and raised in a rough neighborhood in West Philadelphia, Robb was one of five fatherless kids living in a cramped apartment where the electric bill didn't always get paid.

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When he was six, his older brother was killed in a gruesome subway accident. Soon after, his remaining brother was severely beaten by the police for being in the wrong place at the wrong time. Then, his mother died of cancer. How did he get through all of these tragedies to the happy life? By drawing funnies. Life is not so different from the comics—the challenges, tragedies, and triumphs. Comics poke fun at our everyday routines and our universal motivations. They show us a lot about ourselves and the people around us. So as a cartoonist, Robb Armstrong has drawn a few lessons from life that he shares in this moving memoir. Weaving together his personal stories with simple drawing tutorials and original illustrations, *Fearless* is both a compelling read and an inspirational lesson on how to live well, through the good

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times and the bad.

HR managers have to serve the interests of their organizations, comprising employees, customers and the community at large as well as shareholders, or, in the public or voluntary sectors, those who have the ultimate responsibility for what the organization does. It also means exercising social responsibility, being concerned for the interests (well-being) of employees and acting ethically with regard to the needs of people in the organization and the community. Armstrong's Essential Human Resource Management Practice provides a complete overview of the

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practices and processes fundamental to managing people. The text provides a thorough introduction to the core areas of HR including: people resourcing, performance management, learning and development and rewarding people. It also examines the contribution of HR to organizational aims and objectives and how it is integrated within the business. The book is accompanied by online resources for both lecturers and students and adopts an increased focus on employee engagement, a concept which is becoming increasingly prominent in people management, but which is often presented as a mantra without being properly understood; this is examined in detail with reference to recent research. Michael Armstrong's original Handbook of Human Resource Management is the classic text for all those studying HR or

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who are entering the profession for the first time. In this new title Michael Armstrong provides a condensed text which has been rewritten with the non-HR student or professional in mind, describing and evaluating key HRM concepts such as: HRM itself; strategic HRM; the resource-based view; the choice between best practice and best fit; human capital measurement; motivation theory; emotional intelligence; the flexible firm; the learning organization; and financial rewards.

Covers the species known to have occurred in Alaska as of June 25, 1979, organized by families. Gives information on identification, status, distribution and habitat.

Jesus' journey to the woman at the well in Samaria offers

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insights and hope for women today to make peace with the past, find hope in the present, and step into the future. God wants us to move toward the goodness He has planned for us. But what do we do when challenges stop our forward momentum? What's the next step when we fall into a pit of despair with the determination knocked right out of us? On his way from Judea to Galilee, Jesus traveled through Samaria, a broken place everyone knew to avoid. In Samaria he stopped in Shechem, where evil had gained such a foothold of power that it eventually reigned. Yet the place once condemned as somewhere no one wanted to visit—let alone hang out in for a while—was the location of one Samaritan woman's most hope-filled encounter with the Savior. The In-Between Place offers deeply important insights

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to anyone who feels stuck and can't see a way forward. It is for the person who feels that if she looks left, her face will be scraped by an immovable boulder, and if she looks right, she'll see nothing but hard to handle. It's for the person who feels lost and is not sure she is worth the effort to be found, for the person who feels overlooked and unfulfilled. Because sometimes Jesus saves our greatest spiritual breakthroughs for our in-between places.

Armstrong's Handbook of Performance Management addresses all areas of performance management, from performance pay and giving feedback to managing underperformers and having difficult conversations, so organizations can optimize staff performance. This fully

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updated and restructured 6th edition analyzes traditional as well as the latest developments in performance management including the shift from ratings and annual reviews. Veteran HR expert Michael Armstrong examines where these new approaches should be embraced and where traditional methods of performance management may be preferable. Packed with examples, exercises, checklists and new case studies from organizations such as Microsoft, IBM and Expedia, this book remains the most authoritative and engaging textbook on performance management. Supporting online resources for Armstrong's Handbook of Performance Management include an instructor's manual, a student's manual, lecture slides, a glossary of terms and a literature review.

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Environmental educators face a formidable challenge when they approach climate change due to the complexity of the science and of the political and cultural contexts in which people live. There is a clear consensus among climate scientists that climate change is already occurring as a result of human activities, but high levels of climate change awareness and growing levels of concern have not translated into meaningful action. *Communicating Climate Change* provides environmental educators with an understanding of how their audiences engage with climate change information as well as with concrete, empirically tested communication tools they can use to enhance their climate change program. Starting with the basics of climate science and climate

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change public opinion, Armstrong, Krasny, and Schuldt synthesize research from environmental psychology and climate change communication, weaving in examples of environmental education applications throughout this practical book. Each chapter covers a separate topic, from how environmental psychology explains the complex ways in which people interact with climate change information to communication strategies with a focus on framing, metaphors, and messengers. This broad set of topics will aid educators in formulating program language for their classrooms at all levels. Communicating Climate Change uses fictional vignettes of climate change education programs and true stories from climate change educators working in the field to illustrate the possibilities of applying research to

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practice. Armstrong et al, ably demonstrate that environmental education is an important player in fostering positive climate change dialogue and subsequent climate change action. An open access version of this book is available through Cornell Open.

If everything is empty, then what ceases in Nirvana and is born in rebirth? How can you live in the world without feeling trapped by it? Guy Armstrong tackles these questions and more in this richly informed, practical guide to emptiness for the meditator. It may seem odd for emptiness to serve as the central philosophy of a major religion. In fact, emptiness points to something quite different than “nothingness” or “vacancy.” And by developing a richer understanding of this

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complex topic, we can experience freedom as we live consciously in the world. Guy Armstrong has been a leading figure and beloved teacher of insight meditation for decades. In this book, he makes difficult Buddhist topics easy to understand, weaving together Theravada and Mahayana teachings on emptiness to show how we can liberate our minds and manifest compassion in our lives.

A richly informed, practical guide to Buddhism's most subtle teaching. Guy Armstrong has been a leading figure and beloved teacher of insight meditation for decades. In this book, he makes difficult Buddhist topics easy to understand, weaving together Theravada and Mahayana teachings on emptiness to show how we can liberate our minds and

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manifest compassion in our lives.

Job evaluation is key to ensuring that employees are compensated fairly for their work. It is therefore essential that HR professionals have a robust process in place so that pay and reward are transparent and defensible within teams and across departments. Armstrong's Job Evaluation Handbook gives HR professionals all the tools they need to assess which approach to job evaluation is most suitable, how to implement it and how to maintain it. Packed with case studies from leading organizations such as Microsoft, Vodafone and the NHS, this guide will provide HR professionals with the ability to answer key questions such as how can we decide what is fair to pay our staff, how can we make sure that work

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of equal value receives equal pay and how can we make sure that our salaries remain competitive in the market?

Armstrong's Job Evaluation Handbook covers everything needed to put effective job evaluation processes in place, including analytical matching and market pricing, developing job grades and defining pay structures. There is also coverage of the latest trends and issues in job evaluation, such as the decline in points-rated systems and the use of levelling by consultants. Underpinned by original research, this is a book that no HR department can afford to be without.

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