Labor Guide Software

This book is a broad discussion covering the entire software development lifecycle. It uses a comprehensive case study to address each topic and features the following: A description of the development, by the fictional company Homeowner, of the DigitalHome (DH) System, a system with "smart" devices for controlling home lighting, temperature, humidity, small appliance power, and security A set of scenarios that provide a realistic framework for use of the DH System material Just-in-time training: each chapter includes mini tutorials introducing various software engineering topics that are discussed in that chapter and used in the case study A set of case study exercises that provide an opportunity to engage students in software development practice, either individually or in a team environment. Offering a new approach to learning about software engineering theory and practice, the text is specifically designed to: Support teaching software engineering, using a comprehensive case study covering the complete software development lifecycle Offer opportunities for students to actively learn about and engage in software engineering practice Provide a realistic environment to study a wide array of software engineering topics including agile development Software Engineering Practice: A Case Study Approach supports a student-centered, "active" learning style of teaching. The DH case study exercises provide a variety of opportunities for students to engage in realistic activities related to the theory and practice of software engineering. The text uses a fictitious team of software engineers to portray the nature of software engineering and to depict what actual engineers do when practicing software engineering. All the DH case study exercises can be used as team or group exercises in collaborative learning. Many of the exercises have specific goals related to team building and teaming skills. The text also can be used to support the professional development or certification of practicing software engineers. The case study exercises can be integrated with presentations in a workshop or short course for professionals. Providing an insightful analysis of the key issues and significant trends relating to labour within the platform economy, this Modern Guide considers the existing comparative evidence covering all world regions. It also provides an in-depth look at digital labour platforms in their historical, economic and geographical contexts. Keeping pace with industry trends and needs across the country,TODAY'S TECHNICIAN: AUTOMATIC TRANSMISSIONS AND TRANSAXLES, 6e consists of a Classroom Manual that provides easy-to-understand, well-illustrated coverage of theory and a Shop Manual that focuses on practical, NATEF task-oriented service procedures. Taking a technician-oriented focus, the book helps students master the design, construction, troubleshooting techniques, and procedures necessary for industry careers and provides hands-on practice in using scanners and oscilloscopes to help students develop critical thinking skills, diagnose problems, and make effective repairs. The Sixth Edition offers up-

to-date coverage of continuously variable transmissions (CVT), drivelines for front-wheel drive (FWD) and four-wheel drive (4WD) vehicles, and provides the latest information on today's high-tech electronic controls and automatic shifting devices. Important Notice: Media content referenced within the product description or the product text may not be available in the ebook version.

What Every Senior Manager and Consultant Should Know About Managing Effective IT Departments "This book sheds light on one of the most challenging topics for corporate officers –how to create and manage a high-performance IT department and obtain higher returns from technology-invested capital. The techniques and tools provided show how senior managers can work effectively with CIOs and IT directors to produce outstanding results. The approaches described are must-reading for non-technical executives with a stake in IT, as Baschab and Piot have taken pains to focus on the critical management concepts in IT without over-simplification." –Tom Bickes, President and CEO, Employbridge "In The Executive's Guide to Information Technology, Baschab and Piot clearly identify the challenges inherent in many IT organizations as seen from the front lines. Guiding the reader through the day-to-day challenges, and developing a strategic, step-by-step plan make this guide a key part of every front-line technology managers toolkit." –Bill Holt, Enterprise Engineering Manager, EDS Corp. "Baschab and Piot have achieved a good balance between academic rigor and field-tested practice regarding the effective management of corporate technology departments. Their topical structure and process-oriented approach to each topic are directed at improving execution and high-stakes IT decisions such as vendor selection, technology standards, IT staffing, and performance measurement, while their real-world anecdotes provide context and variety. The book is appropriate for anyone interested in harvesting the heretofore largely untapped potential of IT, including those in capstone management of IT courses or for graduate students seeking a senior-management viewpoint on IT." –Leon A. Kappelman, PhD, Farrington Professor of Information Systems Director, Information Systems Research Center, College of Business, University of North Texas "This book is a valuable resource for management and technology consultants who want to understand what is on the agenda of their clients, from IT management to the executive board. The authors have vividly captured the key elements of the non-technical aspects of managing the IT department and provide prescriptive advice for ensuring the highest return on corporate IT investments. Recommended for consultants of all stripes and sure to have an immediate impact on the value consultants can deliver for their clients." –Mike Brynda, former Principal, Booz Allen Hamilton President, The Dallas Advisory Group, management consultants

February issue includes Appendix entitled Directory of United States Government periodicals and subscription publications; September issue includes List of depository libraries; June and December issues include semiannual index

A guide to the various tools, techniques, and methods available for automated testing of software under development. Using case studies of successful industry implementations, the book describes incorporation of automated testing into the development process. In particular, the authors focus on the Automated Test Lifecycle Methodology, a structured process for designing and executing testing that parallels the Rapid Application Development methodology commonly used. Annotation copyrighted by Book News, Inc., Portland, OR

The widespread deployment of millions of current and emerging software applications has placed software economic studies among the most critical of any form of business analysis. Unfortunately, a lack of an integrated suite of metrics makes software economic analysis extremely difficult. The International Function Point Users Group (IFPUG), a nonprofit and member-governed organization, has become the recognized leader in promoting the effective management of application software development and maintenance activities. The IFPUG Guide to IT and Software Measurement brings together 52 leading software measurement experts from 13 different countries who share their insights and expertise. Covering measurement programs, function points in measurement, new technologies, and metrics analysis, this volume: Illustrates software measurement's role in new and emerging technologies Addresses the impact of agile development on software measurement Presents measurement as a powerful tool for auditing and accountability Includes metrics for the CIO Edited by IFPUG's Management and Reporting Committee, the text is useful for IT project managers, process improvement specialists, measurement professionals, and business professionals who need to interact with IT professionals and participate in IT decision-making. It includes coverage of cloud computing, agile development, quantitative project management, process improvement, measurement as a tool in accountability, project ROI measurement, metrics for the CIO, value stream mapping, and benchmarking.

The industry-leading textbook for collision repair and refinishing is now updated to the NATEF 2006 Collision Repair and Refinish Program Standards. Written with clearer explanations and more detail than any other collision repair learning tool on the market, Auto Body Repair Technology, Fifth Edition delves into all aspects of collision repair, from initial collision evaluation, to estimating, to final paint detailing. And because the book is written by a leading author in the auto body field, readers will feel confident that they are learning skills and procedures that incorporate the latest advances in materials and methods. Important Notice: Media content referenced within the product description or the product text may not be available in the ebook version.

Chilton Book Company.; Delmar Learning.

Includes subject area sections that describe all pertinent census data products available, i.e. "Business--trade and services", "Geography", "Transportation," etc.

There are plenty of books that show you how to write applications in a specific language. They explain the nuts and bolts of the

syntax and the use of the tools to build applications with the latest features and functionality available. There are also a number of fine books that show you how to be "a computer consultant." But there are a whole host of issues specific to the business of writing, delivering and supporting custom software systems. This is the only book that will take you on a step-by-step tour of the entire process. "DevGuide 3", with over 150 pages of new material, shows you how to do "The Other 90%" of the work involved in producing custom software applications.

This new Second Edition updates its first edition published in 2005 by examining the fundamental issues that both licensors and licensees confront in the negotiation of a software license. This resource is accompanied by and cross-referenced to an annotated software license. A detailed index and companion CD-ROM is also included for customization of the software license and related forms.

The Management Of Labour Is An Important Part Of Obstetric Practice For The Obstetrician And Midwife Alike. Although Labour Events Are Typically Not Complicated, Many Women Develop Problems Resulting In Maternal, Fetal Or Neonatal Morbidity And Mortality. Hypoxia, Trauma And Infection Are Inherent Risks. This Multi-Author Volume Draws On The Work Of Specialists Who Are Internationally Recognised And Have Contributed Extensively To Studies In Intrapartum And Post-Partum Management Including Key Areas Such As Intrapartum Fetal Monitoring, Prolonged Pregnancies, Preterm Births And Neonatal Resuscitation.

Publishes in-depth articles on labor subjects, current labor statistics, information about current labor contracts, and book reviews.

When software development teams move to agile methods, experienced project managers often struggle—doubtful about the new approach and uncertain about their new roles and responsibilities. In this book, two long-time certified Project Management Professionals (PMPRs) and Scrum trainers have built a bridge to this dynamic new paradigm. They show experienced project managers how to successfully transition to agile by refocusing on facilitation and collaboration, not "command and control." The authors begin by explaining how agile works: how it differs from traditional "plan-driven" methodologies, the benefits it promises, and the real-world results it delivers. Next, they systematically map the Project Management Institute's classic, methodology-independent techniques and terminology to agile practices. They cover both process and project lifecycles and carefully address vital issues ranging from scope and time to cost management and stakeholder communication. Finally, drawing on their own extensive personal experience, they put a human face on your personal transition to agile--covering the emotional challenges, personal values, and key leadership traits you'll need to succeed. Coverage includes Relating the PMBOKR Guide ideals to agile practices: similarities, overlaps, and differences Understanding the role and value of agile techniques such as iteration/release planning and retrospectives Using agile techniques to systematically and continually reduce risk Implementing quality assurance (QA) where it belongs: in analysis, design, defect prevention, and continuous improvement Learning to trust your teams and listen for their discoveries Procuring, purchasing, and contracting for software in agile, collaborative environments Avoiding the common mistakes software teams make in transitioning to agile Coordinating with project management offices and non-agile teams "Selling" agile within your teams and throughout your organization For every project manager who wants to become more agile. Part I An Agile Overview 7 Chapter 1 What is "Agile"? 9 Chapter 2 Mapping from the PMBOKR Guide to Agile 25 Chapter 3 The Agile Project Lifecycle in Detail 37 Part II The Bridge: Relating PMBOKR Guide Practices to Agile Practices 49 Chapter 4 Integration Management 51 Chapter 5 Scope Management 67

Software engineering requires specialized knowledge of a broad spectrum of topics, including the construction of software and the platforms, applications, and environments in which the software operates as well as an understanding of the people who build and use the software. Offering an authoritative perspective, the two volumes of the Encyclopedia of Software Engineering cover the entire multidisciplinary scope of this important field. More than 200 expert contributors and reviewers from industry and academia across 21 countries provide easy-to-read entries that cover software requirements, design, construction, testing, maintenance, configuration management, quality control, and software engineering management tools and methods. Editor Phillip A. Laplante uses the most universally recognized definition of the areas of relevance to software engineering, the Software Engineering Body of Knowledge (SWEBOK®), as a template for organizing the material. Also available in an electronic format, this encyclopedia supplies software engineering students, IT professionals, researchers, managers, and scholars with unrivaled coverage of the topics that encompass this ever-changing field. Also Available Online This Taylor & Francis encyclopedia is also available through online subscription, offering a variety of extra benefits for researchers, students, and librarians, including: Citation tracking and alerts Active reference linking Saved searches and marked lists HTML and PDF format options Contact Taylor and Francis for more information or to inquire about subscription options and print/online combination packages. US: (Tel) 1.888.318.2367; (E-mail) e-reference@taylorandfrancis.com International: (Tel) +44 (0) 20 7017 6062; (E-mail) online.sales@tandf.co.uk Provides information on publisher, operating system, memory requirements, and cost for thousands of programs in accounting, agricultural management, banking, inventory, communications, engineering, investment, and word processing This three-volume book highlights significant advances in the development of new information systems technologies and architectures. Further, it helps readers solve specific research and analytical problems and glean useful knowledge and business value from data. Each chapter provides an analysis of a specific technical problem, followed by a numerical analysis, simulation, and implementation of the solution to the real-world problem. Managing an organization, especially in today's rapidly changing environment, is a highly complex process. Increased competition in the marketplace, especially as a result of the massive and successful entry of foreign businesses into domestic markets, changes in consumer behaviour, and broader access to new technologies and information, calls for organisational restructuring and the introduction and modification of management methods using the latest scientific advances. This situation has prompted various decision-making bodies to introduce computer modelling of organization management systems. This book presents the peer-reviewed proceedings of the 40th Anniversary International Conference "Information Systems Architecture and Technology" (ISAT), held on September 15–17, 2019, in Wroc?aw, Poland. The conference was organised by the Computer Science Department, Faculty of Computer Science and Management, Wroclaw University of Sciences and Technology, and University of Applied Sciences in Nysa, Poland. The papers have been grouped into three major sections: Part I—discusses topics including, but not limited to, artificial intelligence methods, knowledge discovery and data mining, big data, knowledge-based management, Internet of Things, cloud computing and high-performance computing, distributed computer

systems, content delivery networks, and service-oriented computing. Part II—addresses various topics, such as system modelling for control, recognition and decision support, mathematical modelling in computer system design, service-oriented systems, and cloud computing, and complex process modelling. Part III—focuses on a number of themes, like knowledge-based management, modelling of financial and investment decisions, modelling of managerial decisions, production systems management, and maintenance, risk management, small business management, and theories and models of innovation.

Despotism on Demand draws attention to the impact of flexible scheduling on managerial power and workplace control. When we understand paid work as a power relationship, argues Alex J. Wood, we see how the spread of precarious scheduling constitutes flexible despotism; a novel regime of control within the workplace. Wood believes that flexible despotism represents a new domain of inequality, in which the postindustrial working class increasingly suffers a scheduling nightmare. By investigating two of the largest retailers in the world he uncovers how control in the contemporary "flexible firm" is achieved through the insidious combination of "flexible discipline" and "schedule gifts." Flexible discipline provides managers with an arbitrary means by which to punish workers, but flexible scheduling also requires workers to actively win favor with managers in order to receive "schedule gifts": more or better hours. Wood concludes that the centrality of precarious scheduling to control means that for those at the bottom of the postindustrial labor market the future of work will increasingly be one of flexible despotism.

The amount of software used in safety-critical systems is increasing at a rapid rate. At the same time, software technology is changing, projects are pressed to develop software faster and more cheaply, and the software is being used in more critical ways. Developing Safety-Critical Software: A Practical Guide for Aviation Software and DO-178C Compliance equips you with the information you need to effectively and efficiently develop safety-critical, life-critical, and mission-critical software for aviation. The principles also apply to software for automotive, medical, nuclear, and other safety-critical domains. An international authority on safety-critical software, the author helped write DO-178C and the U.S. Federal Aviation Administration's policy and guidance on safety-critical software. In this book, she draws on more than 20 years of experience as a certification authority, an avionics manufacturer, an aircraft integrator, and a software developer to present best practices, real-world examples, and concrete recommendations. The book includes: An overview of how software fits into the systems and safety processes Detailed examination of DO-178C and how to effectively apply the guidance Insight into the DO-178C-related documents on tool qualification (DO-330), model-based development (DO-331), object-oriented technology (DO-332), and formal methods (DO-333) Practical tips for the successful development of safety-critical software and certification Insightful coverage of some of the more challenging topics in safety-critical software development and verification, including real-time operating systems, partitioning, configuration data, software reuse, previously developed software, reverse engineering, and outsourcing and offshoring An invaluable reference for systems and software managers, developers, and quality assurance personnel, this book provides a wealth of information to help you develop, manage, and approve safety-critical software more confidently.

This ISBN is now out of print. A new edition with e-book is available under ISBN 9780702044762. The third edition of this popular textbook gives a clear, easy-to-read account of anatomy and physiology at all stages of pregnancy and childbirth. Each chapter covers normal physiology, changes to the physiology in pregnancy, and application to practice. The physiology of childbearing is placed within a total biological context, drawing on evolution, ecology, biochemistry and cell biology. Follows childbearing from preconception to postnatal care and the neonate Logical progression through the body systems Highly illustrated, with simple diagrams Emphasises links between knowledge

and practice to promote clinical skills Main points summarised to aid study. Website: 10 multiple-choice questions per chapter for self-testing Downloadable illustrations, with and without labels Fully searchable.

Offers maintenance, service, and repair information for Ford vehicles made between 2001 and 2005, from drive train to chassis and related components.

For a Safe and Healthy Birth… Your Way! Giving Birth with Confidence will help take the mystery out of having a baby and help you better understand how your body works during pregnancy and childbirth, giving you the confidence to make decisions that best ensure the safety and health of you and your baby. Giving Birth with Confidence is the first and only pregnancy and childbirth guide written by Lamaze International, the leading childbirth education organization in North America. Written with a respectful, positive tone, this book presents: • Information to help you choose your maternity care provider and place of birth • Practical strategies to help you work effectively with your care provider • Information on how pregnancy and birth progress naturally • Steps you can take to alleviate fear and manage pain during labor • The best available medical evidence to help you make informed decisions Previously titled The Official Lamaze Guide, this 3rd edition has updated information on: • How vaginal birth, keeping mother and baby together, and breastfeeding help to build the baby's microbiome. • How hormones naturally start and regulate labor and release endorphins to help alleviate pain. • Maternity-care practices that can disrupt the body's normal functioning. • The latest recommendations on lifestyle issues like alcohol, vitamins, and caffeine. • Room sharing and cosleeping: the controversy, recommendations, and safety guidelines. • Out-of-hospital births are on the rise: New research and advice on planned home birth, including ACOG's revised guidelines, which support women's choices and promote seamless transfer to hospital, if needed. • The importance of avoiding unnecessary caesareans for mother and child. Includes the new ACOG guidelines on inductions and active labor. • The research in support of the Lamaze International's "Six Healthy Birth Practices," which are: • Let labor begin on its own. • Walk, move around, and change positions throughout labor. • Bring a loved one, friend, or doula for continuous support. • Avoid interventions that aren't medically necessary. • Avoid giving birth on your back and follow your body's urges to push. • Keep mother and baby together—it's best for mother, baby, and breastfeeding.

Describing how to avoid common vendor traps, Buying, Supporting, Maintaining Software and Equipment: An IT Manager's Guide to Controlling the Product Lifecycle will help readers better control the negotiation of their IT products and services and, ultimately, better manage the lifecycle of those purchases. The book supplies an inside look at the methods and goals of vendors and their contracts—which are almost always in conflict with end-user goals. The text is set up to follow the way most people experience technology products and contracting decisions. It begins by explaining the significance of the decisions made at the time of product selection. It details what you need to focus on when negotiating service and support agreements and describes how to use purchase orders to negotiate more favorable agreements. Covers product acquisition, support, and maintenance Examines hardware and software warranty and support models Considers finance and accounting issues for maintenance and support Spells out technology product details Explains postwarranty support and maintenance Provides the understanding to better negotiate with vendor sales teams Illustrating the types of problems typically experienced during product use, the book describes how to better control the useful life of your equipment. It supplies tips on how to avoid excessive charges from predatory vendors and concludes by delving into issues of product end of life. Explaining how to manage support and maintenance issues for the long term, this book provides the understanding you need to make sure you are more knowledgeable about the products and services your organization needs than the vendor teams with whom you are negotiating.

Providing sweeping coverage of U.S. labor history, this resource contains over 650 entries, encompassing labor history from the colonial era to the present. Written as an objective social history, the "Encyclopedia" encapsulates the rise and decline, and continuous change of U.S. labor history into the 21st century.

This revealing book is about software development, the developers themselves, and how their work is organized and managed. The latest original research from Australia, Europe, and the UK is used to examine the differences between the image and reality of work in this industry. Chapters also cover issues surrounding the management of 'knowledge work and workers' and professionals in order to expose some of the problems of the management of software development work and workers.

This step-by-step, highly visual text provides a comprehensive introduction to managing and maintaining computer hardware and software. Written by best-selling author and educator Jean Andrews, A+ Guide to IT Technical Support, 9th Edition closely integrates the CompTIA+ Exam objectives to prepare you for the 220-901 and 220-902 certification exams. The new Ninth Edition also features extensive updates to reflect current technology, techniques, and industry standards in the dynamic, fast-paced field of PC repair and information technology. Each chapter covers both core concepts and advanced topics, organizing material to facilitate practical application and encourage you to learn by doing. The new edition features more coverage of updated hardware, security, virtualization, new coverage of cloud computing, Linux and Mac OS, and increased emphasis on mobile devices. Supported by a wide range of supplemental resources to enhance learning with Lab Manuals, CourseNotes online labs and the optional MindTap that includes online labs, certification test prep and interactive exercises and activities, this proven text offers students an ideal way to prepare for success as a professional IT support technician and administrator. Important Notice: Media content referenced within the product description or the product text may not be available in the ebook version. Going where no book on software measurement and metrics has previously gone, this critique thoroughly examines a number of bad measurement practices, hazardous metrics, and huge gaps and omissions in the software literature that neglect important topics in measurement. The book covers the major gaps and omissions that need to be filled if data about software development is to be useful for comparisons or estimating future projects. Among the more serious gaps are leaks in reporting about software development efforts that, if not corrected, can distort data and make benchmarks almost useless and possibly even harmful. One of the most common leaks is that of unpaid overtime. Software is a very labor-intensive occupation, and many practitioners work very long hours. However, few companies actually record unpaid overtime. This means that software effort is underreported by around 15%, which is too large a value to ignore. Other sources of leaks include the work of part-time specialists who come and go as needed. There are dozens of these specialists, and their combined effort can top 45% of total software effort on large projects. The book helps software project managers and developers uncover errors in measurements so they can develop meaningful benchmarks to estimate software development efforts. It examines variations in a number of areas that include: Programming languages Development methodology Software reuse Functional and nonfunctional requirements Industry type Team size and experience Filled with tables and charts, this book is a starting point for making measurements that reflect current software development practices and realities to arrive at meaningful benchmarks to guide successful software projects.

The 2014 Chilton Labor Guide CD-ROM offers many new models and labor operations to help you stay current. The 2014 edition provides repair times for more than 30 years of imported and domestic vehicles. Chilton's editors consider warranty times, component locations, component type, the environment in which technicians' work, the training they

receive, and the tools they use when calculating a labor time. To allow for vehicle age, operating conditions, and type of service, the Chilton 2014 Labor Guide CD-ROM provides standard and severe service times, plus OEM warranty times. Vehicle makes and models conform to current Automotive Aftermarket Industry Association (AAIA) standards. In addition, the CD-ROM offers a helpful parts list that simplifies adding parts to your estimate or work order, a keyword search engine, and a calendar feature which allows users to quickly locate work requests by day, week, and month. Almost every software project begins with the utterances, "What will this cost?" and "When will this project be done?" Once those words are spoken, project stakeholders begin to wrestle with how to produce an estimate. Accurately estimating the cost or time to complete a software project is a serious problem for many software engineers, developers and project managers who struggle with costs running double original estimates, putting their careers at risk. It is reported that nearly 50% of all software projects are shelved and that one of the major causes is poor estimation practices. If developing software for internal use, poor estimates can represent a significant drain on corporate profits. Worldwide growth in the number of companies specializing in the development of software for use by other companies is staggering. India alone has nearly 20,000 such companies. Intense competition has led to an increased demand for fixed-bid pricing in client/vendor relationships, and has made effective cost estimation even more important and, in many cases, critical to a firm's survival. There are many methods of estimation. Each method has its strengths and weaknesses, proponents and opponents. Knowing how and which one to use on a given project is key to developing acceptable estimates for either internal or external projects.Software Estimation Best Practices, Tools, & Techniques covers all facets of software estimation. It provides a detailed explanation of the various methods for estimating software size, development effort, cost, and schedule, including a comprehensive explanation of Test Effort Estimation. Emphasizing that software estimation should be based on a well-defined process, it presents software estimation best practices and shows how to avoid common pitfalls. This guide offers direction on which methods are most appropriate for each of the different project types commonly executed in the software development space and criteria for selecting software estimation tools. This comprehensive desk reference explains software estimation from scratch to help the beginner and features advanced techniques for more experienced estimators. It details project scheduling, including resource leveling and the concept of productivity, as applicable to software estimators, demonstrating the many benefits of moving from the current macro-productivity approach to a micro-productivity approach in software estimation. Software Estimation Best Practices, Tools, & Techniques: A Complete Guide for Software Project Estimators caters to the needs of all software project stakeholders, from novice to expert. It provides the valuable guidance needed to estimate the cost and time required to complete software projects within a reasonable margin of error for effective software development.

Software effort estimation is one of the oldest and most important problems in software project management, and thus today there are a large number of models, each with its own unique strengths and weaknesses in general, and even more importantly, in relation to the environment and context in which it is to be applied. Trendowicz and Jeffery present a comprehensive look at the principles of software effort estimation and support software practitioners in systematically selecting and applying the most suitable effort estimation approach. Their book not only presents what approach to take and how to apply and improve it, but also explains why certain approaches should be used in specific project situations. Moreover, it explains popular estimation methods, summarizes estimation best-practices, and provides guidelines for continuously improving estimation capability. Additionally, the book offers invaluable insights into project management in general, discussing issues including project trade-offs, risk assessment, and organizational learning. Overall, the authors deliver an essential reference work for software practitioners responsible for software effort estimation and planning in their daily work and who want to improve their estimation skills. At the same time, for lecturers and students the book can serve as the basis of a course in software processes, software estimation, or project management.

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