

## **Compensation 9th Edition By Milkovich George Newman Jerry Published By Mcgraw Hillirwin Hardcover**

CompensationManaging Human ResourcesManaging Human ResourcesCompensationBusiness Research MethodsAn Adventure in StatisticsCompensationEncyclopedia of Human Resource ManagementResearch in Personnel and Human Resources ManagementHealth PsychologyISE CompensationPayLesikar's Business Communication: Connecting in a Digital WorldStaffing OrganizationsGlobal Marketing, Global EditionBusiness Communication (SIE)Compensation ManagementLaw and Ethics in the Business EnvironmentCases in CompensationThe SAGE Handbook of Human Resource ManagementSupervision Today!Loose-Leaf for CompensationHuman Resource ManagementThe WorldatWork Handbook of Compensation, Benefits and Total RewardsProbability and Statistics for Engineers and ScientistsCompensation Management in a Knowledge-based WorldStrategic CompensationStaffing the Contemporary OrganizationResearch MethodsDrugs in Pregnancy and LactationEncyclopedia of public administration and public policyBusiness StatisticsCram101 Textbook Outlines to AccompanyFinancial AccountingSupervision: Concepts and Skill-BuildingThe Oxford Handbook of Work Engagement, Motivation, and Self-Determination TheoryCompensationStatistics for CompensationEmployee Benefits Design and PlanningGuide to Managerial Communication

### **Compensation**

This thoroughly revised edition provides a comprehensive treatment of staffing procedures, policies, techniques, and problems. A useful tool for human resource professionals and students at all levels.

### **Managing Human Resources**

Now in its 9th Edition, RESEARCH METHODS provides psychology students with a scientific approach to understanding their field of study and the world in general. The text's logical, step-by-step coverage is the result of decades of author experience. It includes all of the stages of the research process, from selecting the project and searching for literature, to choosing a protocol and getting published. Utilizing a wide variety of problems from psychological literature, RESEARCH METHODS also illustrates the many creative ways that psychology professionals design and conduct effective research. Important Notice: Media content referenced within the product description or the product text may not be available in the ebook version.

### **Managing Human Resources**

"Common sense, economics and "HR": how to pay Billions of people throughout the world are paid for their work. This book was written to demonstrate why they earn what they earn and, in doing so, to help them understand how they can earn more in the short-run and even more in the longer-run. There are many ways pay is determined across a wide variety of organizations from for-profit firms, to nonprofit organizations, to government agencies. By the time you finish reading this book, you will know how a well-run organization takes its overall strategy and converts that into a system for properly paying people. Then, you can apply the lessons in the book to your own organization and take actions that can lead you to earn more"--

## **Compensation**

Praise for The WorldatWork Handbook of Compensation, Benefits & Total Rewards This is the definitive guide to compensation and benefits for modern HR professionals who must attract, motivate, and retain quality employees. Technical enough for specialists but broad in scope for generalists, this well-rounded resource belongs on the desk of every recruiter and HR executive. An indispensable tool for understanding and implementing the total rewards concept, the WorldatWork Handbook of Compensation, Benefits, and Total Rewards is the key to designing compensation practices that ensure organizational success. Coverage includes: Why the total rewards strategy works Developing the components of a total rewards program Common ways a total rewards program can go wrong Designing and implementing a total rewards program Communicating the total rewards vision Developing a compensation philosophy and package FLSA and other laws that affect compensation Determining and setting competitive salary levels And much more

## **Business Research Methods**

Heneman and Judge's Staffing Organizations, 7/e, is based on a comprehensive staffing model. Components of the model include staffing models and strategy, staffing support systems (legal compliance, planning, job analysis and rewards), core staffing systems (recruitment, selection, employment), and staffing system and retention management. Up-to-date research and business practices are the hallmarks of this market leading text. In-depth applications (cases and exercises) at the end of chapters provide students with skill-building and practice in key staffing activities and decision-making. A comprehensive running case involving a fictitious retailing organization provides even greater opportunity for in-depth analysis and skill building. Students also have the opportunity to address ethical issues at the end of each chapter.

## **An Adventure in Statistics**

The Encyclopedia of Human Resource Management is an authoritative and comprehensive reference resource with almost

400 entries on core HR areas and key concepts. From age discrimination, to zero hours contracts, each entry reflects the views of an expert and authoritative author. The terms included vary from singular concepts such as performance appraisal and industrial conflict, to organisational behaviour terms including organisational culture and commitment; and broader management terms such as resourcing and management development. Each entry provides a list of references and further reading to enable the reader to gain a deeper awareness and understanding of each topic. This book is an ideal companion to a standard HRM textbook, and both undergraduate and postgraduate students will find it to be of value. It will also be useful for academic researchers, HR practitioners and policy specialists looking for a succinct expert summary of key HR concepts.

## **Compensation**

An insightful, hands-on focus on the statistical methods used by compensation and human resources professionals in their everyday work. Across various industries, compensation professionals work to organize and analyze aspects of employment that deal with elements of pay, such as deciding base salary, bonus, and commission provided by an employer to its employees for work performed. Acknowledging the numerous quantitative analyses of data that are a part of this everyday work, *Statistics for Compensation* provides a comprehensive guide to the key statistical tools and techniques needed to perform those analyses and to help organizations make fully informed compensation decisions. This self-contained book is the first of its kind to explore the use of various quantitative methods—from basic notions about percents to multiple linear regression—that are used in the management, design, and implementation of powerful compensation strategies. Drawing upon his extensive experience as a consultant, practitioner, and teacher of both statistics and compensation, the author focuses on the usefulness of the techniques and their immediate application to everyday compensation work, thoroughly explaining major areas such as: Frequency distributions and histograms Measures of location and variability Model building Linear models Exponential curve models Maturity curve models Power models Market models and salary survey analysis Linear and exponential integrated market models Job pricing market models Throughout the book, rigorous definitions and step-by-step procedures clearly explain and demonstrate how to apply the presented statistical techniques. Each chapter concludes with a set of exercises, and various case studies showcase the topic's real-world relevance. The book also features an extensive glossary of key statistical terms and an appendix with technical details. Data for the examples and practice problems are available in the book and on a related FTP site. *Statistics for Compensation* is an excellent reference for compensation professionals, human resources professionals, and other practitioners responsible for any aspect of base pay, incentive pay, sales compensation, and executive compensation in their organizations. It can also serve as a supplement for compensation courses at the upper-undergraduate and graduate levels.

## **Encyclopedia of Human Resource Management**

## Download Free Compensation 9th Edition By Milkovich George Newman Jerry Published By Mcgraw Hillirwin Hardcover

For graduate and undergraduate courses in compensation, staffing, and human resources. The art and science of compensation practice. Strategic Compensation: A Human Resource Management Approach illustrates the art and science of compensation practice and its role in promoting a company's competitive advantage. MyManagementLab for Strategic Compensation is a total learning package. MyManagementLab is an online homework, tutorial, and assessment program that truly engages students in learning. It helps students better prepare for class, quizzes, and exams—resulting in better performance in the course—and provides educators a dynamic set of tools for gauging individual and class progress. This program will provide a better teaching and learning experience—for you and your students. Here's how: Improve Results with MyManagementLab: MyManagementLab delivers proven results in helping students succeed and provides engaging experiences that personalize learning. A flexible format: Cover topics based on your semester schedule. Real-world topics that are relevant to all business majors: Numerous cases and interesting, engaging material will apply and appeal to all business students regardless of their major. Note: You are purchasing a standalone product; MyManagementLab does not come packaged with this content. If you would like to purchase both the physical text and MyManagementLab search for ISBN-10: 0133802027/ISBN-13: 9780133802023. That package includes ISBN-10: 0133457109/ISBN-13: 9780133457100 and ISBN-10: 0133486680/ISBN-13: 9780133486681. MyManagementLab is not a self-paced technology and should only be purchased when required by an instructor.

### **Research in Personnel and Human Resources Management**

This best-selling text continues in its ninth edition to provide the most current and comprehensive coverage of business research. Its student-friendly design contains numerous examples illustrating real-world research in management, marketing, finance, accounting, and other business areas. BUSINESS RESEARCH METHODS, 9E, is the ideal text for undergraduate and first year MBA courses in marketing, management, or quantitative studies. Important Notice: Media content referenced within the product description or the product text may not be available in the ebook version.

### **Health Psychology**

### **ISE Compensation**

### **Pay**

This book offers guidance for understanding benefits options and plan structures, and making better decisions for your

organization. Writing for both HR and finance professionals, internationally respected compensation and benefits professor and consultant Bashker Biswas drills comprehensively into today's most important benefits-related topics and challenges. Employee Benefits Design and Planning covers all this, and much more: Finance and accounting implications of Healthcare benefits Other risk benefits Severance benefits Disability and group life insurance programs Flexible benefits Non-qualified deferred arrangements 409A plans, ESOPs, Money Purchase Pension Plans, Cash Balance Plans, 401(k), 403(b) plans and 457 Plans Employee benefit plan financial reporting, legal compliance, and auditing Employee benefits in mergers and acquisitions Self-funding vs. insurance funding decisions Global employee benefits including umbrella pension plans and multi-national pooling Equity participation in employee benefit plans Biswas introduces and explains key employee benefit metrics and ratios, and demonstrates best practices for forecasting costs and budgeting appropriately. For all compensation professionals, benefits professionals, human resource professionals, accounting professionals, labor attorneys, financial analysts, and finance professionals. Readers will have roles in benefits-related consulting, finance, accounting, and human resource management, both domestic and international.

## **Lesikar's Business Communication: Connecting in a Digital World**

This classic text provides a rigorous introduction to basic probability theory and statistical inference, illustrated by relevant applications. It assumes a background in calculus and offers a balance of theory and methodology.

## **Staffing Organizations**

Financial Accounting's distinctive focus company approach motivates students by involving them in the business decisions of a real company, demonstrating how using financial accounting information in decision making makes a difference in the success of a firm. This balanced approach ensures students understand both the preparation and use of financial statements. Libby's pedagogical features and wealth of end of chapter material have been praised by students and instructors alike - making it a market leader in financial accounting. In addition, today's students have diverse learning styles and numerous time commitments and they want technology supplements that help them study more efficiently and effectively. Lyryx Assessment, an online homework assessment solution, and iStudy, an interactive online study guide, provide students with powerful online tools tied directly to Financial Accounting Third Canadian edition. These tools will help students maximize their study time and make their learning experience more enjoyable.

## **Global Marketing, Global Edition**

For undergraduate and graduate courses in global marketing The excitement, challenges, and controversies of global

marketing. Global Marketing reflects current issues and events while offering conceptual and analytical tools that will help students apply the 4Ps to global marketing. MyMarketingLab for Global Marketing is a total learning package. MyMarketingLab is an online homework, tutorial, and assessment program that truly engages students in learning. It helps students better prepare for class, quizzes, and exams—resulting in better performance in the course—and provides educators a dynamic set of tools for gauging individual and class progress.

## **Business Communication (SIE)**

How to manage in a diverse, secure workplace The entire working world is reacting to a new global environment. This book prepares readers for internal and external changes that are constant and inevitable in today's economy. \*Basic step-by-step guides for supervisory functions reflect necessary new skills. \*Planning covers ethical and moral dilemmas as well as budgetary and scheduling strategies. \*Supervisors take on increased leadership roles in daily functions. Course support for students and instructors and distance learning materials are available at [www.prenhall.com/business\\_studies](http://www.prenhall.com/business_studies).

## **Compensation Management**

## **Law and Ethics in the Business Environment**

This comprehensive, user-friendly reference explores many descriptive and inferential statistical topics integral to business problem solving and decision making. Chapter topics include data collection; graphs, charts, and tables; probability distributions; sampling distributions; estimating population values; hypothesis testing; quality management and statistical process control; linear regression and correlation analysis; model building and multiple regression analysis; and nonparametric statistics. For business professionals involved in data presentations and descriptive analyses.

## **Cases in Compensation**

An A-Z listing of drugs by generic name. Each monograph summarizes the known and/or possible effects of the drug on the fetus. It also summarizes the known/possible passage of the drug into the human breast milk. A careful and exhaustive summarization of the world literature as it relates to drugs in pregnancy and lactation. Each monograph contains six parts: generic US name, Pharmacologic class, Risk factor, Fetal risk summary, Breast feeding summary, References

## **The SAGE Handbook of Human Resource Management**

Shortlisted for the British Psychological Society Book Award 2017 Shortlisted for the British Book Design and Production Awards 2016 Shortlisted for the Association of Learned & Professional Society Publishers Award for Innovation in Publishing 2016 An Adventure in Statistics: The Reality Enigma by best-selling author and award-winning teacher Andy Field offers a better way to learn statistics. It combines rock-solid statistics coverage with compelling visual story-telling to address the conceptual difficulties that students learning statistics for the first time often encounter in introductory courses - guiding students away from rote memorization and toward critical thinking and problem solving. Field masterfully weaves in a unique, action-packed story starring Zach, a character who thinks like a student, processing information, and the challenges of understanding it, in the same way a statistics novice would. Illustrated with stunning graphic novel-style art and featuring Socratic dialogue, the story captivates readers as it introduces them to concepts, eliminating potential statistics anxiety. The book assumes no previous statistics knowledge nor does it require the use of data analysis software. It covers the material you would expect for an introductory level statistics course that Field's other books (Discovering Statistics Using IBM SPSS Statistics and Discovering Statistics Using R) only touch on, but with a contemporary twist, laying down strong foundations for understanding classical and Bayesian approaches to data analysis. In doing so, it provides an unrivalled launch pad to further study, research, and inquisitiveness about the real world, equipping students with the skills to succeed in their chosen degree and which they can go on to apply in the workplace. The Story and Main Characters The Reality Revolution In the City of Elpis, in the year 2100, there has been a reality revolution. Prior to the revolution, Elpis citizens were unable to see their flaws and limitations, believing themselves talented and special. This led to a self-absorbed society in which hard work and the collective good were undervalued and eroded. To combat this, Professor Milton Grey invented the reality prism, a hat that allowed its wearers to see themselves as they really were - flaws and all. Faced with the truth, Elpis citizens revolted and destroyed and banned all reality prisms. The Mysterious Disappearance Zach and Alice are born soon after all the prisms have been destroyed. Zach, a musician who doesn't understand science, and Alice, a geneticist who is also a whiz at statistics, are in love. One night, after making a world-changing discovery, Alice suddenly disappears, leaving behind a song playing on a loop and a file with her research on it. Statistics to the Rescue! Sensing that she might be in danger, Zach follows the clues to find her, as he realizes that the key to discovering why Alice has vanished is in her research. Alas! He must learn statistics and apply what he learns in order to overcome a number of deadly challenges and find the love of his life. As Zach and his pocket watch, The Head, embark on their quest to find Alice, they meet Professor Milton Grey and Celia, battle zombies, cross a probability bridge, and encounter Jig:Saw, a mysterious corporation that might have something to do with Alice's disappearance... Author News "Eight years ago I had the idea to write a fictional story through which the student learns statistics via a shared adventure with the main character" Read the complete article from Andy Field on writing his new book Times Higher Education article: "Andy Field takes statistics adventure to a new level" Stay Connected Connect with us on Facebook and share your experiences with Andy's texts, check out news, access free stuff, see photos, watch videos, learn about competitions, and much more. Video Links Go behind the scenes and learn more about the man behind the book: Watch Andy talk about why he created a statistics book

using the framework of a novel and illustrations by one of the illustrators for the show, Doctor Who. See more videos on Andy's YouTube channel Available with Perusall—an eBook that makes it easier to prepare for class Perusall is an award-winning eBook platform featuring social annotation tools that allow students and instructors to collaboratively mark up and discuss their SAGE textbook. Backed by research and supported by technological innovations developed at Harvard University, this process of learning through collaborative annotation keeps your students engaged and makes teaching easier and more effective. Learn more.

## **Supervision Today!**

Managing Human Resources prepares all future managers with a business understanding of the need for human resource management skills. Meeting Present and Emerging Strategic Human Resource Challenges; Managing Work Flows and Conducting Job Analyses; Understanding Equal Opportunity and the Legal Environment; Managing Diversity; Recruiting and Selecting Employees; Managing Employee Separations, Downsizing, and Outplacement; Appraising and Managing Performance; Training the Workforce; Developing Careers; Managing Compensation; Rewarding Performance; Designing and Administering Benefits; Developing Employee Relations; Respecting Employee Rights and Managing Discipline; Working with Organized Labor; Managing Workplace Safety and Health; International HRM Challenges For readers interested in learning the fundamentals of human resource management skills through an approach that also makes the subject relevant to anyone who has to deal with HR issues, even those who do not hold the title of manager.

## **Loose-Leaf for Compensation**

## **Human Resource Management**

This is the market-leading text in this course area. It offers instructors current research material, indepth discussion of topics, integration of Internet coverage, a modern design, excellent pedagogy and a truly engaging writing style. The authors are viewed as leading authorities in the field of human resource management/compensation. They consult with leading businesses, have won teaching awards, and publish in the leading journals. Milkovich received a career contribution award from World at Work (formerly American Compensation Association) in 2000. The book examines the strategic choices in managing total compensation. The total compensation model introduced in chapter one serves as an integrating framework throughout the book. The authors discuss compensation issues in the context of current theory, research and real-business practices. The authors strive to differentiate between beliefs and facts, and opinions from scholarly research. Adopters tell us that students receive job offers based on the knowledge they get from this book.

## **The WorldatWork Handbook of Compensation, Benefits and Total Rewards**

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 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.

## **Probability and Statistics for Engineers and Scientists**

The SAGE Handbook of Human Resource Management brings together contributions from leading international scholars in an influential collection that combines both global and interdisciplinary perspectives. An indispensable resource for advanced students and researchers in the field, the handbook focuses on familiarising the reader with the fundamentals of applied human resource management whilst contextualizing practice within wider theoretical considerations. Internationally minded chapters combine a critical overview with discussion of key debates and research, as well as comprehensively dealing with important emerging interests. The interdisciplinary and wide-ranging potential of the practising field is reflected through contributions from a diverse range of disciplines, including psychology, politics and sociology

## **Compensation Management in a Knowledge-based World**

Lesikar's Business Communication: Connecting in a Digital World, 12/e by Rentz, Flatley, and Lentz takes the solid foundational principles of this classic text and applies them to business contexts in the 21st century. While continuing to focus on careful problem analysis, adaptation of the message to the audience, and maintaining positive human relations, this edition discusses current challenges for business communicators and gives students practice meeting those challenges. Toward this end, the book maintains the realism, technological currency, and pedagogical effectiveness for which it has become well known and respected. As with previous editions, the 12th edition prepares students to communicate in the modern workplace by first providing extensive writing advice and then providing methodical analyses of the main forms of business communication. Along the way, it incorporates a multitude of real business examples, a wide range of problem-solving cases, and a thorough treatment of technology's role in business communication. In addition to a full suite of teaching and testing materials, the book's Online Learning Center gives teachers easy access to an online blog, Bcomm Teacher Xchange, that will keep them abreast of the latest research and developments in the field while providing a host of practical teaching tips. Through its BC Resources link, the OLC also offers an extensive collection of Web links on multiple bcomm topics, from grammar to persuasion to research and teamwork.

## **Strategic Compensation**

As the leading book in its field, Compensation Management offers a practical exploration of the systems, methods, and procedures involved in establishing and administering a compensation system within any organization. In-depth explanations of the procedures involved in establishing and administering a compensation system including, analyzing work requirements and designing a job, determining job worth, establishing job rates of pay, the elements of a total compensation package, and the importance of labor costs in a modern economy. For compensation managers, HR professionals, and others who want to know about the aspects of establishing and administering a compensation system.

## **Staffing the Contemporary Organization**

Best selling title. Takes a three-pronged approach to compensation by focusing on theory, research, and practice. The 13th edition continues to emphasize the importance of total compensation and its relevance for achieving sustainable competitive advantage.

## **Research Methods**

Blending theory with practical applications, the 7th Edition of LAW AND ETHICS IN THE BUSINESS ENVIRONMENT presents modern issues in business ethics with the latest in case law for a thought-provoking and engaging text. Student-friendly in tone, the text doesn't shy away from controversial topics; rather it encourages lively classroom debate on everything from privacy and workers' rights to diversity and stereotyping. Worlds away from the typical rote learning text, LAW AND ETHICS IN THE BUSINESS ENVIRONMENT employs insightful end-of-chapter and case questions to sharpen students' critical-thinking skills, along with historical quotes, chapter projects, and a wealth of Internet-based, interactive assignments like role plays, mock trials, roundtables, and more! Important Notice: Media content referenced within the product description or the product text may not be available in the ebook version.

## **Drugs in Pregnancy and Lactation**

The book takes a unique problem-solving approach, the text successfully integrates current technologies and trends while maintaining an emphasis on the fundamentals - careful analysis of the communication problem, development of an audience-focused solution, and clear, correct use of language and visuals. Salient Features: - Problem-solving approach along with an increased focus on Communication Technologies and Cross-Cultural Communication - Comprehensive pedagogy includes features comprising outlines and checklists, different boxed items, realistic problem-solving case

scenarios, and special book-end appendices - Comprehensive adaptation includes features such as culture vignettes, Notes from India, and communication cases.

## **Encyclopedia of public administration and public policy**

Self-determination theory is a theory of human motivation that is being increasingly used by organizations to make strategic HR decisions and train managers. It argues for a focus on the quality of workers' motivation over quantity. Motivation that is based on meaning and interest is showed to be superior to motivation that is based on pressure and rewards. Work environments that make workers feel competent, autonomous, and related to others foster the right type of motivation, goals, and work values. The Oxford Handbook of Work Motivation, Engagement, and Self-Determination Theory aims to give current and future organizational researchers ideas for future research using self-determination theory as a framework, and to give practitioners ideas on how to adjust their programs and practices using self-determination theory principles. The book brings together self-determination theory experts and organizational psychology experts to talk about past and future applications of the theory to the field of organizational psychology. The book covers a wide range of topics, including: how to bring about commitment, engagement, and passion in the workplace; how to manage stress, health, emotions and violence at work; how to encourage safe and sustainable behavior in organizations; how factors like attachment styles, self-esteem, person-environment fit, job design, leadership, compensation, and training affect work motivation; and how work-related values and goals are forged by the work environment and affect work outcomes.

## **Business Statistics**

### **Cram101 Textbook Outlines to Accompany**

This newly-revised sixth edition summarizes practical skills for communication strategy, writing, and speaking—especially important in today's workplace. Chapter topics cover how to efficiently compose written documents, editing for brevity and style, presentations and visual aids, special speaking situations, and listening skills. For anyone who needs to communicate in today's business or professional environment.

## **Financial Accounting**

### **Supervision: Concepts and Skill-Building**

A text to convey the increasingly sophistication and complexity of the connection between the mind and the body.

## **The Oxford Handbook of Work Engagement, Motivation, and Self-Determination Theory**

Certo's Supervision: Concepts and Skill-Building 8e prepares students to be supervisors in a challenging modern workplace. It is based on the premise that organizational variables including diversity in the workforce, computer and communication technology, and the design of organization structures are constantly changing. Overall, this text focuses on discussing important supervision concepts and providing fundamental skills necessary for applying these concepts. Students will learn the critical role of a supervisor in an organization and the abilities needed to be successful.

## **Compensation**

Compensation Management is a comprehensive textbook designed to meet the requirements of MBA/PGDM students. Written in a student friendly style, it focusses on the strategic importance of compensation and its effective management. The text is developed through original research by the author, and focusses on industry application through case studies on practices followed by organizations worldwide.

## **Statistics for Compensation**

As the market-leading text in its course area, COMPENSATION, 9th Edition by Milkovich and Newman offers current research material, in-depth discussion of topics, integration of Internet coverage, excellent pedagogy, and a truly engaging writing style. The 9th edition continues to examine the strategic choices in managing total compensation. The total compensation model introduced in chapter one serves as an integrating framework throughout the book. The authors discuss major compensation issues in the context of current theory, research, and real-business practices. Milkovich and Newman strive to differentiate beliefs and opinions from facts and scholarly research. They illustrate new developments in compensation practices as well as established approaches to compensation decisions.

## **Employee Benefits Design and Planning**

Research in Personnel and Human Resources Management is designed to promote theory and research on important substantive and methodological topics in the field of human resources management.

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## **Guide to Managerial Communication**

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