

The Art Of The Personal Essay Phillip Lopate

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are copies of greek and roman masterpieces as important as the originals they imitate

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written 2 500 years ago by chinese general sun tzu the art of war is a masterpiece of military strategy still in use in war colleges around the world yet its principles transcend warfare and have practical applications to all the conflicts and crises we face in our lives in our workplaces our families even within ourselves thomas huynh guides you through sun tzu s masterwork highlighting principles that encourage a perceptive and spiritual approach to conflict enabling you to prevent conflicts before they arisepeacefully resolve conflicts when they do ariseact with courage intelligence and benevolence in adversarial situationsconvert potential enemies into friendscontrol your emotions before they control you

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experiments event studies from the industry and its very own empirical research to argue from both a strategic as well as a financial perspective that an inimitable organizational culture of intrinsic motivation and meaningful work may constitute a source of competitive advantage within the war for talent the thesis strives at highlighting the importance for firms to adapt to the newly emerged competitive environment that the ongoing war for talent has created by considering their people as their most valuable asset for the success of the organization as already hinted at throughout the art of war by sun tzu in 500 bc hence the reference in the title of this thesis after a brief review of the circumstances that led to the emergence of the war for talent and first implications for the industry it is argued from a strategic perspective why motivated talent depicts the key resource for competitive advantage and why conventional extrinsic incentive measures aimed at maximizing productivity are no longer effective afterwards a proposition will be made of how capitalizing on intrinsic motivation human s inner drive to accomplish inherently interesting and challenging tasks fostered through a framework of meaningful work might be the decisive driver to get ahead in the quest for talent a second string of argumentation draws a connection between meaningful work and superior financial performance this proposition is then tested by an empirical analysis comparing the financial performance of publicly traded companies featured on the 2017 fortune 100 best companies to work for list against a control portfolio and the broad market confirming significant differences for cumulative stock returns

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