



Tanglewood Case Study

Environmental Scan

Tanglewood has a very complex environment with both external and internal forces working for and against the company at the same time. The data in table 1.1 shows that Tanglewood will lose 53% of its workforce this year due to retention issue that will require a large pool of entry level store associates to be hired. Shift leaders will also see a reduction of 50% requiring the promotions of 600 new shift leaders from current sales associates.

The culture of promoting from within creates strong work ethics among those employees wishing to attain more responsibility within Tanglewood. Urban areas may offer the level of sales associates required within the next year, and by offering higher than average pay may create a higher level of satisfaction to retain employees. Action Plan for Hiring in Spokane, Washington

Staffing levels for the next year will follow the historic trends of recent years. Tanglewood current workforce consists of 10,750 employees across 50 stores in the state of Washington. Tanglewood will require 3,995 store associates, 90 shift leaders, 156 department managers, -21 assistant store managers, and 5 store managers. Sales associates are the face of the company to the customer and special provisions need to be taken to insure that the employee knows that their hard work is integral to Tanglewood's success. The more successful employees will be promoted to shift leaders. The goal is to increase job satisfaction, with a variety of cross training and incentives to help retain talented associates. Entry level positions may require incentives to attract the large candidate pool needed to fill such a large gap. The internal practice of promoting from within Tanglewood offers the potential to advance within, but only after spending several years acclimating to Tanglewood's culture and store environment. Incentives such as higher starting pay will attract more applicants especially high school students looking for cash to spend.

High school students not wanting to attend college may find the culture of internal promotion welcoming as a chance to grow with the company. College graduates may find entry level jobs to lack the level of pay, odd-hours, and conflict with lower-level employees. Currently there is a surplus of 21 Assistant store managers and only 5 Store manager positions opening in the next year. The remaining 17 have the potential to be related to other regions that may need qualified store managers, though these assistant may lack the skills or knowledge to move ahead. Promotion from within is a key tenant that makes Tanglewood's culture terrific and it should be utilized to retain talent. Externally recruiting should be done to recruit through job fairs, kiosks, and employment web sites. Demographic

Tanglewood Case Study 4 Answers

**Susan Handy, Kelly Clifton, Janice
Fisher**



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Architectural Acoustics William J. Cavanaugh, Gregory C. Tocci, Joseph A. Wilkes, 2009-11-16 Get the leading guide to acoustics for architects engineers and interior designers A widely recognized comprehensive reference to acoustic principles for all concerned with the built environment Architectural Acoustics Second Edition provides design professionals with up to date information on basic concepts acoustical materials and technologies for controlling wanted or unwanted sound within and around buildings Written by a team of internationally recognized experts and experienced consultants this Second Edition covers fundamental acoustic principles design criteria acoustical materials control strategies and methods for a wide variety of building types including educational healthcare recreational residential commercial industrial and transportation facilities Particular attention is given to places for listening and performance such as theaters churches concert and recital halls outdoor arenas classrooms multiuse auditoria libraries music practice and rehearsal rooms recording and broadcast studios sports venues home theaters and other spaces that people meet to communicate and enjoy performance Updated throughout this edition features New information on acoustical standards and guidelines for sustainable building design Additional richly detailed case studies demonstrating real world applications including the acclaimed Walt Disney Concert Hall and many other building types Nearly 200 photos and illustrations that further elucidate specific principles applications and techniques New developments in sound reinforcement and audio visual systems and their integration in room design Progress in research and future directions in acoustical modeling With fundamental conceptual understanding of basic acoustical principles provided by Architectural Acoustics Second Edition building designers can confidently create aesthetically and aurally pleasing spaces while avoiding problems that could be very costly if not impossible to solve later

Paleocurrents and Basin Analysis P. E. Potter, F. J. Pettijohn, 2012-12-06 The study of paleocurrents since 1963 is now a very routine part of sedimentology and more and more such studies are finding use in other fields Thus it seemed appropriate for us to review post 1963 developments and present them in a compact manner for the interested reader Instead of rewriting a second edition which thirteen years later we would organize in a completely different way we have brought each chapter up to date with new material up to 1976 A new update supplement has in this edition been inserted after each one of the original chapters We have stayed close to the original theme of paleocurrents how to measure them and how to use them to solve geological problems ranging in scale from the hand specimen to the sedimentary basin and beyond We have used many annotated references and tables to help present this information to the reader The reader will note that we have cited a few 1962 references publications that appeared too late to be cited in the original 1963 edition A few times we have also cited a reference which was included in the first edition These are marked with an asterisk and hence do not appear in the new lists of references We have been aided by many In Cincinnati WANDA OSBORNE and JEAN CARROL did typing and RICHARD SPOHN the University's geological librarian was very helpful in obtaining many references to the

literature *The Syntax of Information-Structural Agreement* Johannes Mursell, 2021-09-15 In this research monograph Johannes Mursell discusses the syntactic impact of information structural features on agreement So far the syntactic contribution of this type of feature has mostly been reduced to movement of topics or foci clause initial position Here the author looks at a different phenomenon syntactic agreement and how this process can be dependent on information structural properties Based partly on original fieldwork from a typologically diverse set of languages including Tagalog Swahili and Lavukaleve it is argued that for most areas for which information structural features have been discussed it is possible to find cases where these features influence phi feature agreement The analysis is then extended to cases of Association with Focus which does not involve phi features but can still be accounted for with agreement of information structural features The book achieves two main goals first it provides a uniform analysis for different constructions in unrelated languages Second it also gives a new argument that information structural features should be treated as genuine syntactic features *An Analysis and Comparison of the Aesthetics and Philosophy of Selected Music Critics in New York*

Ellyn Berk, 1983 **The Effectiveness of Land Use Policies as a Strategy for Reducing Automobile Dependence** Susan Handy, Kelly Clifton, Janice Fisher, 1998 The work described in this report represents an effort to better understand the link between urban form and travel behavior and to evaluate the potential effectiveness of land use policies as a strategy for reducing automobile dependence This work builds on previous research in this area but attempts to go beyond it by exploring the motivations for travel as well as the patterns of travel Travel surveys and focus groups were used to study the travel choices of residents of six case study neighborhoods in Austin Texas The results suggest that the role urban form plays in travel behavior is not entirely straightforward sometimes influencing travel choices directly sometimes indirectly sometimes influencing choices in the short term sometimes in the long term and sometimes not having any measurable influence on choices at all In the end it appears that certain land use policies can help to provide alternatives to driving but that the reduction in driving is likely to be small Meanings of Music Participation C. Victor Fung, Lisa J. Lehmberg, 2022-08-26

This book uncovers the multifaceted nature of music participation through a collection of studies in a wide variety of musical contexts across the United States The contributors combine personal voices and vivid narratives with scholarship to present many potential meanings of music participation and lay out research based implications for lifelong music education Exploring music participation in choral and instrumental ensembles school music classes and community groups in person and virtual spaces among children young adults and older adults and for native born citizens and immigrants the 10 original studies in this volume present a diverse portrait of musical engagement The chapters draw out themes including enjoyment identity development learner autonomy social interaction motivation commitment and quality of life and draw connections between musical meanings and philosophical principles from both Western and Eastern traditions Linked by interludes that connect the empirical studies with philosophical interpretations this volume brings together multiple methodologies and

perspectives to consider the social cultural and psychological meanings of lifelong music participation It offers a valuable resource for scholars professionals and students working in school and community music or music education research as well as readers interested in general education social psychology lifelong learning and aging studies **Design and**

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The Publisher ,1909 **The New Handbook of Research on Music Teaching and Learning** Richard Colwell,Carol Richardson,2002-04-18 Featuring chapters by the world s foremost scholars in music education and cognition this handbook is a convenient collection of current research on music teaching and learning This comprehensive work includes sections on arts advocacy music and medicine teacher education and studio instruction among other subjects making it an essential reference for music education programs The original Handbook of Research on Music Teaching and Learning published in 1992 with the sponsorship of the Music Educators National Conference MENC was hailed as a welcome addition to the literature on music education because it serves to provide definition and unity to a broad and complex field Choice This new companion volume again with the sponsorship of MENC explores the significant changes in music and arts education that have taken place in the last decade Notably several chapters now incorporate insights from other fields to shed light on multi cultural music education gender issues in music education and non musical outcomes of music education Other chapters offer practical information on maintaining musicians health training music teachers and evaluating music education programs Philosophical issues such as musical cognition the philosophy of research theory curriculum and educating musically are also explored in relationship to policy issues In addition to surveying the literature each chapter considers the significance of the research and provides suggestions for future study Covering a broad range of topics and addressing the issues of music education at all age levels from early childhood to motivation and self regulation this handbook is an invaluable resource for music teachers researchers and scholars

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Publishers' Circular and Booksellers' Record ,1929 Congressional Record United States. Congress,1963 The Congressional Record is the official record of the proceedings and debates of the United States Congress It is published daily when Congress is in session The Congressional Record began publication in 1873 Debates for sessions prior to 1873 are recorded in The Debates and Proceedings in the Congress of the United States 1789 1824 the Register of Debates in Congress 1824 1837 and the Congressional Globe 1833 1873

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