

## Hrm In Asia And The Pacific Rim

**Organisational Behaviour** Steven McShane 2002-08 Describes organisational behaviour theories and concepts in the context of emerging workplace realities in Australia, New Zealand, Asia and neighbouring Pacific Rim countries. Includes CD-ROM and Maxmark card which gives students access to online test bank.

**The Handbook of Human Resource Management Policies and Practices in Asia-Pacific Economies** Michael Zanko 2002-08-27 'There is considerable rigour behind the work and the contexts are well positioned. The books have excellent HR data for not only businesses, but employees considering a transfer to an international location. In addition to the primary authors cadres of industry advisors were assembled of considerable status and representing mainstream organisations and unions. The countries covered total twenty one and, in addition, there is a summary chapter in volume two on issues, trends and implications. Obviously there are other reference points available on single countries and indeed dual country comparisons, but this work is timely, highly relevant and extremely valuable. It is recommended most highly.' - Geoffrey N. De Lacy, Australian Human Resource Institute Journal 'A very welcome and valuable addition to the literature, this two-volume handbook covers current HRM policies and practices in all 21 APEC (Asia-Pacific Economic Cooperation) member economies. For the first time, we have single-source access to a codified set of macro-level HRM profiles for APEC membership economies . . . this project helps fill the need for systematic and accurate HRM data in a very large geographic area, including four continents divided by the Pacific Ocean . . . this is an impressive compilation and will benefit government and business organizations when formulating strategy for employment relations. It will also assist those in the academic sector with the research and teaching of cross-cultural management issues. It should be a welcome addition to most academic and special libraries with interests in the Asia and the Pacific.' - David A. Flynn, Business Information Alert It is becoming increasingly recognised that the way in which human resources are managed is a key source of sustainable competitive advantage for business. Nowhere, Michael Zanko argues, is this seen to be more relevant than in the Asia-Pacific region. The aim of the Handbook and its systematically codified economy human resource management (HRM) profiles is to improve knowledge and understanding of HRM policy and practices in the Asia-Pacific region. It serves as a practical guide to predominantly macro-level HRM policies and practices in ten APEC economies, covering Australia, Chinese Taipei (Taiwan), Hong Kong, Indonesia, Japan, Korea, Malaysia, People's Republic of China, Thailand and the United States of America. The Handbook of Human Resource Management Policies and Practices in Asia-Pacific Economies Volume I will be essential reading for lecturers, researchers, academics and managers concerned with human resource management, international business, management, and cross-cultural studies. The Handbook will also be of great interest to those involved in industrial and employment relations.

**The Changing Face of Management in South East Asia** Chris Rowley 2007-12-19 South East Asia has undergone important economic, social and political developments in the last decade. The emergence of China as Asia's largest pool of cheap labour has resulted in remarkable changes in the volume of foreign direct investment it commands, while the 1997 Asian Financial Crisis has undoubtedly influenced managerial practices in the majority of the countries in the region. In response, South East Asian governments and businesses have sought ways of attracting new investors while intensifying their efforts to retain existing industries. This important new volume overviews the development of South East Asian management practices, focusing on human resource management (HRM) as an indicator and measure of change. Written by prominent scholars of the region, the book focuses on reform in the human resource (HR) managerial domain, documenting recent changes and assessing current practices from both macro and micro perspectives. A consistent structure and content is used throughout, with each chapter incorporating 'real-life' local organizational and manager case studies, plus vignettes to give 'voice' to practitioners and developments. This is essential reading for anybody with an interest in management, HR

or the political, social, cultural and economic profiles of the countries of South East Asia.

**Managing Human Resources** Raymond J. Stone 2010-06-08 Endorsed by the Australian Human Resources Institute (AHRI, the national association representing human resource and people management professionals), *Managing Human Resources* 3rd edition, presents a concise coverage of key HRM topics typically taught in a 12 or 13-week teaching semester.

**Org Behav Asia Pacific +Maxmark+ Pweb** Steven Lattimore McShane 2003 Steve McShane's new text describes Organisational Behaviour theories and concepts in the context of emerging workplace realities in Australia, New Zealand, Asia and neighbouring Pacific Rim countries. Written for its age, the text pays special attention to the ways in which infrastructure is being replaced by knowledge; direct supervision with self-leadership; hierarchies with networks; committees with virtual teams; and the way technical competence has been matched by emotional intelligence. The text is founded in local examples and case studies to help students understand OB concepts, as well as anecdotes and stories that effectively communicate the relevance and excitement of OB.

**Social Capital in the Asia Pacific** Yuliani Suseno 2020-05-06 Social capital is broadly conceptualised as consisting of resources and network ties embedded in the social structures and relationships that facilitate beneficial outcomes for the actors within those structures. Despite the number of research studies on social capital, there have been fewer attempts to examine social capital in the context of service-oriented firms, particularly in the Asia Pacific. This is surprising as the service industry plays an important role in the global services trade transactions and business activities. Social capital enables and maintains social relations for business transformation for service-oriented firms. Indeed, it would be unimaginable for any economic activity, particularly in service-oriented firms, to occur without social capital. This examination of social capital in the Asia Pacific region provides the context for recognising the cultural, social and economic opportunities and challenges of several Asia Pacific countries that can potentially enrich our knowledge and understanding of the region. Contributions are drawn from cases based in Thailand, Indonesia, South Korea, China and Australia, for relevant application in the areas of social capital and service-oriented firms in the Asia Pacific. This book was originally published as a special issue of the Asia Pacific Business Review.

**Perspectives of Human Resource Management in the Asia Pacific** S. R. Chatterjee 2006 Compares and contrasts HRM functions across countries in the Asia Pacific region with similar or dissimilar economic, social, political and industrial relations traditions and institutions. Contains new material from well respected academics in each country, allowing readers to appreciate the particular local influences.

**Human Resources in Development Along the Asia-Pacific Rim** Naohiro Ogawa 1993 The experience of the Asia-Pacific Rim is crucial in testing new growth theories which emphasize human resources, for example, investments in education and health care. Using the best methodology and data available, this book addresses a wide range of issues, including the demographic foundations for human resource development, the role of women, the rapid expansion of educational systems, and the implications of evolution towards ageing societies.

**Elgar Companion to Managing People Across the Asia-Pacific** Eddy S. Ng 2023-11-03 The Elgar Companion to Managing People Across the Asia-Pacific provides a crucial exploration of current business and management research, touching upon topics such as leadership, employee motivation and politics, and innovation to provide a timely examination of management in the Asia-Pacific. It addresses how unique cultural, societal, and governance factors in the Asia-Pacific affect business practices.

**Sustainable Human Resource Management** Sugumar Mariappanadar 2019-01-12 This exciting new text, written by some of the leading experts in the field, is the first of its kind to tackle the increasingly popular topic of sustainable HRM. Structured in six parts, the book guides students and practitioners through all of the key areas of the subject at hand, from setting out the background and institutional contexts for sustainable HRM in the 21st century, to examining the theories and practices that underpin it, and the

strategies and implementation methods associated with it, all from a global perspective. The text draws on the most up-to-date and cutting-edge research and scholarship, as well as industry best-practice, in order to explore the intersection between human resource management and the creation of sustainable organisations. This is an essential text for upper-level undergraduate, postgraduate and MBA students taking modules on sustainable HRM. It can also be used as a supplementary text by those studying strategic HRM more broadly and by practitioners interested in implementing sustainable HRM.

**Management** Kathryn M. Bartol 2001 Immerses students in the business world of the Asia Pacific region by discussing real organisations, real people, strategies and decisions. All management functions are connected to the world of management with new examples and cases, a powerful new website, and an entire chapter that explores the regional context of management.

**Management** Kathryn M. Bartol 2002-11 Management: A Pacific Rim Focus continues to equip students with the skills they need to become informed, effective managers by offering the most diverse and original case studies of any management text, and rigorously exploring the impact of e-commerce and workplace diversity within a genuine Asia-Pacific context. This new Multimedia Edition extends the book's critical approach through 5-10 new critical thinking questions and 50 new, original and relevant industry cases, made available on an accompanying Multimedia CD and linked to the main text as part of an integrated learning package. The new questions further extend students by making them think critically and strategically about management theory and practice; the new cases address more strongly issues of gender and the management practices of global organisations. Also available on the Multimedia CD is video material that contextualises the chapter topics and is supplemented by video case notes to help students learn in a true multimedia environment.

**Human Resource Management in the Asia Pacific Region** Chris Rowley 1998 As a new millennium approaches, many politicians, commentators, academics, management gurus and business people have been increasingly casting their gaze towards Asia in the belief that the 'Pacific Age' is also beckoning. The region's dynamism is seen as rooted in particular managerial practices, such as kaizen and Total Quality Management; in state intervention; or in cultural factors, notably Confucianism. An integral ingredient to all these factors is the management of 'human resources' with the 'human touch', seen to proffer key advantages in an era of globalisation, market flux, competition by quality and service, and rapid transference of technologies. This volume examines not only policy and practice but also the restrictions and constraints on the convergence and transference of HRM. The articles cover locations as diverse as the Philippines, Thailand, China, Japan, South Korea, Taiwan, Singapore and Hong Kong.

**Managing Human Resources in Asia-Pacific** Arup Varma 2013-06-26 Given the enormous economic and developmental changes being experienced by nations in the Asia-Pacific region, and the related movement of people between and across countries, it is critical that we better understand the HRM policies and practices of these nations. The latest instalment in the Global HRM series, *Managing Human Resources in Asia-Pacific (2E)* presents the HRM situations in a number of South-East Asian and Pacific Rim countries, highlighting the growth of the personnel and HR function, the dominant HRM system(s) in the area, the influence of different factors on HRM, and the challenges faced by HR functions in these nations. This edition extends its coverage to Cambodia, Fiji, Indonesia, and the Philippines; a new chapter discusses HR research challenges in the region, such as the transferability of western constructs, problems with data collection, and the emergence of MNEs from Asia Pacific.

**Readings in Human Resource Management** Raymond J. Stone 1997-11-10 The readings in this book, as with previous volumes, have been carefully selected to promote thought and discussion about human resource management in the Asia-Pacific region. The articles reflect the current thinking of some of the region's leading academics and practitioners. While primarily meant as a supplement to the text *Human Resource Management*, 3rd edition by the same author, the readings may be used as an independent resource for HRM and management development programs. The material in *Readings in Human Resource Management*, Volume 3 is directly relevant to anyone concerned with the management of others.

**The Management of Human Resources in the Asia Pacific Region** Chris Rowley 2004-03-18 These papers focus upon the need to update knowledge and understanding of Asian human resource management. A model is included that can be used to make a comparative analysis of HRM in the region

and to establish the various levels of change that need to be assessed.

**Managing Human Resources in Asia-Pacific** Pawan S. Budhwar 2004 This book presents an HRM scenario in a number of south-east Asian and Pacific Rim countries, highlighting the growth of the HR function in these countries, their dominant HRM systems and the challenges faced.

*Human Resource Management in the Asia-Pacific Region* Chris Rowley 2012-10-12 HRM (human resource management) suffers from a selective tendency and ad hoc approach, which misses the historical, paradoxical often incoherent, incompatible and inconsistent nature of the subject. This text reduces this myopia by adding to our knowledge and the milieu within which it operates.

*Human Resource Management on the Pacific Rim* Larry F. Moore 2017-11-07

*Human Resources in Development Along the Asia-Pacific Rim* Naohiro Ogawa 1994

**Contemporary HRM Issues in the 21st Century** Peter Holland 2019-09-30 This book explores the contemporary issues that have emerged or evolved in Human Resource Management (HRM) during the 21st century, such as social media, issues of climate change and artificial intelligence (AI), and provides insight from expert academics in the field alongside real world examples.

**The Changing Role of the Human Resource Profession in the Asia Pacific Region** Jayantee Saha 2014-12-02 The human resource (HR) profession has been on a long and challenging journey. Globalisation and sweeping policy changes have re-defined and re-aligned HR and its role. It is important for HR professionals to develop and become innovators in their respective industries. The *Changing Role of the Human Resource Profession in the Asia Pacific Region* is based on case-studies of retail, tourism, healthcare, security, education, and energy, spread across the greater Asia Pacific (AP) region. The book rests on the principle of the laws of attraction, that 'thoughts become things' and argues that acknowledging good human resource policies and practices can be a key influence on all aspects of an organisation. After an introduction, five chapters cover key topics: six major industries; changing HR practices across the AP; an insider's view on best practices; the role of HR in sustaining growth across the AP; and a conclusion looking towards the future of HR in the Asian Pacific Region. Based on real and contemporary case studies with a focus on six industries (Retail, Tourism, Healthcare, Security, Education and Energy) spread across the Greater AP region Highlights industry specific key HR challenges and suggests ways forward Records recent developments

*Ageing Asia and the Pacific in Changing Times* Subas Dhakal 2022-01-31 This book demonstrates that there are wide-ranging potential challenges in addressing issues associated with ageing populations in both developed and developing countries of the region. This book brings together local, national and regional perspectives on the ageing population and sustainable development nexus in selected countries in the Asia Pacific region. The countries selected in this book include a mix of developed and developing economies that all reflect strong trade, investment and migration linkages. While the Asia Pacific region is forecast to enjoy high growth in the coming decade, a recurring common policy challenge is addressing the 'demographic time bomb' posed by ageing populations and workforces (Montague et al., 2017).

Consequently, this book focuses on strategic policies and practices of multiple stakeholders, primarily: governments, industry and education systems, together with, the range of aged care services providers - in more effectively addressing these key socio-economic challenges associated with the ageing population for sustainable development.

*Human Resources in Development Along the Asia-Pacific Rim* Naohiro Ogawa 1993 The experience of the Asia-Pacific Rim is crucial in testing new growth theories which emphasize human resources, for example, investments in education and health care. Using the best methodology and data available, this book addresses a wide range of issues, including the demographic foundations for human resource development, the role of women, the rapid expansion of educational systems, and the implications of evolution towards ageing societies.

*Trends in Mobile Technology and Business in the Asia-Pacific Region* Youngjin Yoo 2008-06-30 This book introduces trends and developments in the area of mobile technology and business in the Asia Pacific region - an area which has emerged as a hotbed for not only much economic development generally, but also the mobile revolution that is sweeping through the globe. Although mobile technology did not originate in the region, over the last decade mobile and wireless technologies and services have rapidly grown in this

area. Some companies from this area are taking the leading roles in many aspects of industry (hardware, software and service) and international standard setting organizations as well. The book presents 12 in-depth case studies written by specialists covering many countries in the region in order to provide an evolutionary perspective on mobile technology and business. The book offers both macro-level public policy implications and firm-level strategy for this emerging technology. In-depth case studies of countries written by specialists, including Australia, China, Hong Kong, India, Indonesia, Japan, Korea, Malaysia, New Zealand, Singapore, Taiwan and Thailand An overview of the emerging trends in both technology and business related to mobile technology in the Asia-Pacific region A comprehensive survey of the mobile business markets in the region

**Asia Pacific Human Resource Management and Organisational Effectiveness** Alan Nankervis 2016-06-24 Asia Pacific Human Resource Management and Organisational Effectiveness: Impacts on Practice explores the concepts and applications of strategic human resource management (SHRM) theory on the roles and practices of human resource professionals employed in organizations across the Asia Pacific region. It blends new conceptual frameworks with empirical evidence, case illustrations, and company examples from a variety of countries in the region, exploring the economic, political, socio-cultural, demographic, and professional dimensions of the topic. Country studies (for example, Vietnam, Thailand, Malaysia, China, India, Korea and Australia) are included, examining the relationships between SHRM and talent management, knowledge workers, quality of work and human capital management in the Asian region. Presents the first book to explore the link between HRM and organizational effectiveness Provides new empirical and case study research on relevant issues regarding strategic human resource management Offers a blend of experienced global HRM scholars with enthusiastic regional academics Includes an amalgam of conceptual and practical approaches to the topic

**Routledge Handbook of Human Resource Management in Asia** Fang Lee Cooke 2017-09-11 Human Resource Management (HRM) is fundamentally shaped by institutional and cultural factors, such as the different political environments and social philosophies of particular countries and regions. By examining the various organizational aspects of business life and systems of people management in Asia, the study of HRM across the continent can, therefore, give us a greater understanding of Asian societies, as well as the contemporary world of work more generally. This handbook provides an up-to-date and intellectually engaging overview of HRM in the Asian context. Distinctive in its comprehensive coverage of traditional as well as emerging topics of HRM, it analyzes important themes, such as the regulatory framework for work and employment, religiosity, family business, and gender. Using a comparative approach, it also effectively highlights the unique features of each country's attitudes towards HRM. Covering a range of themes and case studies, sections include: • Institutional and cultural contexts, • Labour regulation and industrial relations, • Thematic and functional HRM, • HRM in selected Asian countries, such as China, Japan, Vietnam, India, and Singapore. Written in a highly accessible style, this book will be useful to students and scholars of Human Resource Management, Asian Business, Economics, and Sociology. Chapter 15 of this book is freely available as a downloadable Open Access PDF at <http://www.taylorfrancis.com> under a Creative Commons Attribution-Non Commercial-No Derivatives (CC-BY-NC-ND) 4.0 license.

**Smart Technologies for Smart Nations** Purnendu Mandal 2015-10-27 This book emphasizes the need for new directions and approaches for social and economic development in the emerging nations of the Asia-Pacific region through the use of Smart Technologies. It takes a holistic view of socio-economic and technical developments taking place through ASEAN and South Asia. Compared to practices in the 20th century, the use of Smart Technologies is likely to have a faster and greater impact on emerging nations (Smart Nations). Smart Technologies for Smart Nations: Perspectives from the Asia-Pacific Region is core reading for academics, professionals, and policymakers interested in technological developments in ASEAN and South Asia.

**Human Resource Management in the Asia Pacific Region** Yeung Arthur 2008

**Human Resource Management in China** Fang Lee Cooke 2013-07-03 The approach to managing human resources has changed significantly in China over the last twenty-five years as its transformation from a state planned economy to a market-oriented economy continues. By adopting a broad notion of HRM, while remaining sympathetic to the strong emphasis on relationship management in the Chinese culture, Fang

Lee Cooke builds on the foundations of traditional Chinese HRM practice and brings it right up to date, including analysis of currently under-explored issues such as diversity management, talent management, new pay schemes, and performance management. Including extensive first hand empirical data and pedagogical features such as vignettes, case studies, and further reading lists. This book will be of great use on upper level undergraduate, post graduate and MBA courses covering international/Chinese management and HRM as well as appealing to practitioners, students and scholars of Chinese Business, Asian Business and Human Resource Management.

**Developments in Asia-Pacific Region** Jasjit Singh 1989

**Strategic HRM** Julia Connell 2010 A unique text in terms of both structure and content that is both useful and appealing to human resource scholars, practitioners and industry leaders

**The Management of Human Resources in the Asia Pacific Region** Chris Rowley 2004-03-18 These papers focus upon the need to update knowledge and understanding of Asian human resource management. A model is included that can be used to make a comparative analysis of HRM in the region and to establish the various levels of change that need to be assessed.

**HRM in the Asia-Pacific Region** Greg Bamber 1996

**Sustainable People Management Practices in the Asia Pacific Region** Peter Steane 2014-09-10 Sustainable HRM is an emerging area of academic interest. This ebook contributes to the literature by examining specific aspects of Sustainable HRM. It also contributes by examining aspects of Sustainable HRM in emerging economies. We now have to see if Sustainable HRM will challenge the supremacy of SHRM.

**Human Resource Management** Raymond J. Stone 2004-12-27 The fifth edition of Human Resource Management has been thoroughly revised and updated to reflect current issues and practice in HRM. A continuing emphasis is placed on HRM practice in the Asia-Pacific Rim as is the importance of strategy and managing diversity in human resource management. This new edition has expanded its practical, real world approach with the inclusion of Practitioner Speaks boxes, ethical sidebars and a new integrative case running through each chapter. The end of part and chapter case studies, ethical dilemmas, soapboxes, review questions, and practical exercises have been updated and expanded where necessary. \* The Diagnostic Model has been replaced with the Environmental Influences Model. This new model is provided in chapter 1 and is used as the basis for end-of-chapter questions throughout the book. \* Practitioner Speaks boxes are found in each chapter. They include a photo of a particular HR practitioner in the Asia-Pacific region, and outline his/her views on the theory in the chapter. \* Practitioner Speaks Exercises at the end of each chapter relate back to the Practitioner Speaks feature \* Ethical dilemmas in the chapter margins are side notes on a relevant ethical issue in the chapter. \* A running case has been added new for this edition. \* Class debate activities have been included at the end of the chapter

**Globalization and Labour in the Asia Pacific Region** Chris Rowley 2000 This study looks at the challenges of globalization and deregulation, and possible responses to them in a variety of ways.

**Psychosocial Factors at Work in the Asia Pacific** Akihito Shimazu 2016-09-24 This book presents research and best practice examples from the Asia Pacific region to address the gap in global expertise on psychosocial factors at work. It explores practices in the region that promote healthy workplaces and workers by presenting research from around the globe on issues such as telework, small and medium-sized enterprises, disaster-struck areas, suicide prevention, and workplace client violence. It discusses practical, multidisciplinary efforts to address worker occupational health. Further, it explores psychosocial risk and prevention, as well as the significant role of cultural variations and practices in the diverse range of countries covered.

**Psychosocial Factors at Work in the Asia Pacific** Maureen F. Dollard 2014-07-01 The past several decades of rapid organizational change and global economic activity beseech a fresh understanding of work conditions and mental health across all nations and regions. This volume addresses psychosocial factors at work, legislation, frameworks, research innovations and common perceptions in the Asia Pacific countries. It presents new research on psychosocial factors at work from an Asia Pacific perspective, introducing exciting new research on workaholism, bullying, work-life balance and conflict, work demands classifications, and psychosocial safety climate. Insights regarding workplace psychosocial factors, worker

health and well-being have evolved mainly within North American and European cultural contexts and developed industrial countries. This state of the art account of knowledge development in the Asia Pacific region will stimulate new insights for researchers and policy makers to improve the quality of workers' lives worldwide. "This very informative book highlights the significance and uniqueness of job stress problems encountered by workers of different countries in the Asia Pacific region. Occupational health researchers all around the world will find this book a great inspiration for future research." Yawen Cheng, ScD, Institute of Health Policy and Management, Taiwan "Initiatives and interventions reported from collaborative projects present useful hints for filling gaps in policies and practices for managing psychosocial risk factors in diverse work-life situations in the Asia Pacific region". Dr. Kazutaka Kogi, President, International Commission of Occupational Health

**Handbook of Asian Management** Kwok Leung 2007-05-08 Our understanding of management in Asia has not kept pace with the demands of managers and students. The Handbook of Asian Management provides in-depth critical reviews of central topics in strategy and organizational behavior research in Asian contexts. Leading scholars take stock of what has been learned and give clear directions towards greater rigor and relevance for research in this region.

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help the animals of south america heavenly ways to grow closer as a family heavenly ways ser. heel of elohim science value in modern heineken world of golf 1993 heavy metal pollution in soils of japan hello and goodbye heimaturlaub roman hebrew union college annual 1996 vol 67 hegel and the history of philosophy hedges and screens heights of desire candlelight ecstasy romance heirs to freud hellenistic kingdoms heavens time hegels phenomenology hells belle heiber frieden aber gewalt macht und das geheimnis der zivilisation heinemann dictionary of new zealand quotations helen halseya tale of the borders hell at the breach. hegemony or survival americas quest for global dominance heavy metal bass licks volume 2 heights in diophantine geometry heaven a prison diary volume 3 heinemann business studies for as level heating ventilation 2nd edition helicopter pilots manual hedgehog and the fox an essay on tolstoys view of history helene de champlain hedgies surprise hellenistic constructs heavy duty trucks hells angels heinemann advanced history stalinist russia heinemann advanced history hecate volume 11 number 2 july 1976 hellas rome the classical world in pic helena augusta heinz ruehmann heirs apparent; the vice presidents of the united states biography index reprint series heidegger off the beaten track hegel fuer anfaenger phaenomenologie des hells kitchen a location scout mystery hector berlioz a selection from his letters composers letters series no 8... hebrew language and jewish thought hegel the logic of self-consciousness and the legacy of subjective freedom heavy metal guitar heidelberg englische ausgabe helen kellers journal heavy sidecar motorcycles of the wehrmacht 1935-1945 hebrew bible history of interpretation and backlist heavyweight gun hellenistic and roman sparta a tale of two cities hellenistic anthology heines pictures of travel hegels concept of marriage and family the origin of subective freedom helicopters the epic of flight heavy hangs the golden grain heating ventilating and air conditioning library heines werke 4vol heaven on earth art from islamic islands helliconia spring the first in the helliconia trilogy hebrew start speaking today language 30 hello worlds -- from code to culture a 10 year celebration of java technology heidenmauer or the benedictines volume 2 heel and toe the climbs of greater vedauwo wyoming hector protector ; 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