



Test Item File

Tracy Ryerson

International Business

Fourth Edition

Ricky W. Griffin • Michael W. Pustay

Test Item File International Business An Integrated Approach

HASSELBACK

Test Item File International Business An Integrated Approach:

International Business John J. Wild, Kenneth L. Wild, Jerry C. Y. Han, 2000 This text uses a cross functional integrated approach to describe the role played by each business function in international business. It presents examples from a non North American viewpoint giving students a global perspective. Available with GLOBE CD ROM with electronic Atlas and exercises

International Business Review European International Business Academy, 2004 **Scientific and Technical Aerospace Reports**, 1982 Lists citations with abstracts for aerospace related reports obtained from world wide sources and announces documents that have recently been entered into the NASA Scientific and Technical Information Database

Resources in Education, 1994-07 International Integrated Reliability Workshop Final Report, 1995 **The British National Bibliography** Arthur James Wells, 2004 **InfoWorld**, 1983-09-05 InfoWorld is targeted to Senior IT professionals Content is segmented into Channels and Topic Centers InfoWorld also celebrates people companies and projects

Production & Inventory Management Review & APICS News, 1985 **Business Software Review**, 1987

Anxieties and Management Responses in International Business Rudolf Sinkovics, Mo Yamin, 2007-02-28 This volume deals with anxieties in international business and their managerial ramifications. A key actor in the international business environment is the multinational enterprise MNE and one can make the case that the organization and politics of the MNE is a potential pool of anxiety. Anxieties are also manifest from the perspectives of countries and localities impacted by MNC activities and investment. All contributions highlight the complexities of the international business environment or the managerial implication of such complexity

International Business Ricky W. Griffin, 2005 This comprehensive overview of international business is divided into various business functions making it clear and easy to understand. In every chapter Culture Quest Insights into culture, geography and business lead readers to a multi media experience of a certain country or region that provides useful information on the impact of culture on business. Cases specific to each region or country add to the total reading experience. Topics covered include the world's marketplaces, the international environment, managing international business and business operations. For CEOs, managers and other executives who need to understand the cultural mores of the global societies with which they do business

International Business Knowledge William A. Dymsza, Robert G. Vambery, 1987 Management of international business has become more complex with rapidly changing global environments, a multi actor setting with numerous conflicts and disparities, increased political, foreign exchange and other risks and substantial global competition from Japan and newly industrialized nations. This book covers two decades of international business management and provides readers with general principles and observations drawn from experience. International Business Knowledge features articles many of them published in the prestigious Journal of International Business by leading practitioners and academics. They combine descriptive, analytical and prescriptive aspects of the subjects they discuss, providing useful bases for researcher and practical tools for business executives and government officials.

Journal of Marketing, 1999 Apr issues for 1940-42 include Papers and proceedings of the semi annual Dec meeting of the American Marketing Association 1939-41 **IBM Systems Journal** International Business Machines Corporation, 1994

The Journal of Product Innovation Management, 2003 The World of Business Gerald H. Graham, 1985

Manufacturing Review, 1993 **Prentice Hall Guide to Finance Faculty** HASSELBACK, 2001-06-27 *Acronyms, Initialisms & Abbreviations Dictionary* Linda Hall, 2009 Provides definitions of a wide variety of acronyms initialisms abbreviations and similar contractions translating them into their full names or meanings Terms from subject areas such as associations education the Internet medicine and others are included *Resources in Education*, 1995

Eventually, you will categorically discover a additional experience and attainment by spending more cash. yet when? get you allow that you require to acquire those all needs subsequently having significantly cash? Why dont you attempt to acquire something basic in the beginning? Thats something that will guide you to understand even more re the globe, experience, some places, next history, amusement, and a lot more?

It is your unconditionally own period to take steps reviewing habit. among guides you could enjoy now is **Test Item File International Business An Integrated Approach** below.

https://auld.rmj.com/public/scholarship/Download_PDFS/14%20regional%20spelling%20bee%20pronouncer%20guide.pdf

Table of Contents Test Item File International Business An Integrated Approach

1. Understanding the eBook Test Item File International Business An Integrated Approach
 - The Rise of Digital Reading Test Item File International Business An Integrated Approach
 - Advantages of eBooks Over Traditional Books
2. Identifying Test Item File International Business An Integrated Approach
 - Exploring Different Genres
 - Considering Fiction vs. Non-Fiction
 - Determining Your Reading Goals
3. Choosing the Right eBook Platform
 - Popular eBook Platforms
 - Features to Look for in an Test Item File International Business An Integrated Approach
 - User-Friendly Interface
4. Exploring eBook Recommendations from Test Item File International Business An Integrated Approach
 - Personalized Recommendations
 - Test Item File International Business An Integrated Approach User Reviews and Ratings
 - Test Item File International Business An Integrated Approach and Bestseller Lists
5. Accessing Test Item File International Business An Integrated Approach Free and Paid eBooks

- Test Item File International Business An Integrated Approach Public Domain eBooks
- Test Item File International Business An Integrated Approach eBook Subscription Services
- Test Item File International Business An Integrated Approach Budget-Friendly Options

6. Navigating Test Item File International Business An Integrated Approach eBook Formats

- ePUB, PDF, MOBI, and More
- Test Item File International Business An Integrated Approach Compatibility with Devices
- Test Item File International Business An Integrated Approach Enhanced eBook Features

7. Enhancing Your Reading Experience

- Adjustable Fonts and Text Sizes of Test Item File International Business An Integrated Approach
- Highlighting and Note-Taking Test Item File International Business An Integrated Approach
- Interactive Elements Test Item File International Business An Integrated Approach

8. Staying Engaged with Test Item File International Business An Integrated Approach

- Joining Online Reading Communities
- Participating in Virtual Book Clubs
- Following Authors and Publishers Test Item File International Business An Integrated Approach

9. Balancing eBooks and Physical Books Test Item File International Business An Integrated Approach

- Benefits of a Digital Library
- Creating a Diverse Reading Collection Test Item File International Business An Integrated Approach

10. Overcoming Reading Challenges

- Dealing with Digital Eye Strain
- Minimizing Distractions
- Managing Screen Time

11. Cultivating a Reading Routine Test Item File International Business An Integrated Approach

- Setting Reading Goals Test Item File International Business An Integrated Approach
- Carving Out Dedicated Reading Time

12. Sourcing Reliable Information of Test Item File International Business An Integrated Approach

- Fact-Checking eBook Content of Test Item File International Business An Integrated Approach
- Distinguishing Credible Sources

13. Promoting Lifelong Learning

- Utilizing eBooks for Skill Development

- Exploring Educational eBooks
- 14. Embracing eBook Trends
 - Integration of Multimedia Elements
 - Interactive and Gamified eBooks

Test Item File International Business An Integrated Approach Introduction

In today's digital age, the availability of Test Item File International Business An Integrated Approach books and manuals for download has revolutionized the way we access information. Gone are the days of physically flipping through pages and carrying heavy textbooks or manuals. With just a few clicks, we can now access a wealth of knowledge from the comfort of our own homes or on the go. This article will explore the advantages of Test Item File International Business An Integrated Approach books and manuals for download, along with some popular platforms that offer these resources. One of the significant advantages of Test Item File International Business An Integrated Approach books and manuals for download is the cost-saving aspect. Traditional books and manuals can be costly, especially if you need to purchase several of them for educational or professional purposes. By accessing Test Item File International Business An Integrated Approach versions, you eliminate the need to spend money on physical copies. This not only saves you money but also reduces the environmental impact associated with book production and transportation. Furthermore, Test Item File International Business An Integrated Approach books and manuals for download are incredibly convenient. With just a computer or smartphone and an internet connection, you can access a vast library of resources on any subject imaginable. Whether you're a student looking for textbooks, a professional seeking industry-specific manuals, or someone interested in self-improvement, these digital resources provide an efficient and accessible means of acquiring knowledge. Moreover, PDF books and manuals offer a range of benefits compared to other digital formats. PDF files are designed to retain their formatting regardless of the device used to open them. This ensures that the content appears exactly as intended by the author, with no loss of formatting or missing graphics. Additionally, PDF files can be easily annotated, bookmarked, and searched for specific terms, making them highly practical for studying or referencing. When it comes to accessing Test Item File International Business An Integrated Approach books and manuals, several platforms offer an extensive collection of resources. One such platform is Project Gutenberg, a nonprofit organization that provides over 60,000 free eBooks. These books are primarily in the public domain, meaning they can be freely distributed and downloaded. Project Gutenberg offers a wide range of classic literature, making it an excellent resource for literature enthusiasts. Another popular platform for Test Item File International Business An Integrated Approach books and manuals is Open Library. Open Library is an initiative of the Internet Archive, a non-profit organization dedicated to digitizing cultural artifacts and making them accessible to the public. Open Library hosts millions

of books, including both public domain works and contemporary titles. It also allows users to borrow digital copies of certain books for a limited period, similar to a library lending system. Additionally, many universities and educational institutions have their own digital libraries that provide free access to PDF books and manuals. These libraries often offer academic texts, research papers, and technical manuals, making them invaluable resources for students and researchers. Some notable examples include MIT OpenCourseWare, which offers free access to course materials from the Massachusetts Institute of Technology, and the Digital Public Library of America, which provides a vast collection of digitized books and historical documents. In conclusion, Test Item File International Business An Integrated Approach books and manuals for download have transformed the way we access information. They provide a cost-effective and convenient means of acquiring knowledge, offering the ability to access a vast library of resources at our fingertips. With platforms like Project Gutenberg, Open Library, and various digital libraries offered by educational institutions, we have access to an ever-expanding collection of books and manuals. Whether for educational, professional, or personal purposes, these digital resources serve as valuable tools for continuous learning and self-improvement. So why not take advantage of the vast world of Test Item File International Business An Integrated Approach books and manuals for download and embark on your journey of knowledge?

FAQs About Test Item File International Business An Integrated Approach Books

How do I know which eBook platform is the best for me? Finding the best eBook platform depends on your reading preferences and device compatibility. Research different platforms, read user reviews, and explore their features before making a choice. Are free eBooks of good quality? Yes, many reputable platforms offer high-quality free eBooks, including classics and public domain works. However, make sure to verify the source to ensure the eBook credibility. Can I read eBooks without an eReader? Absolutely! Most eBook platforms offer web-based readers or mobile apps that allow you to read eBooks on your computer, tablet, or smartphone. How do I avoid digital eye strain while reading eBooks? To prevent digital eye strain, take regular breaks, adjust the font size and background color, and ensure proper lighting while reading eBooks. What is the advantage of interactive eBooks? Interactive eBooks incorporate multimedia elements, quizzes, and activities, enhancing the reader engagement and providing a more immersive learning experience. Test Item File International Business An Integrated Approach is one of the best book in our library for free trial. We provide copy of Test Item File International Business An Integrated Approach in digital format, so the resources that you find are reliable. There are also many Ebooks of related with Test Item File International Business An Integrated Approach. Where to download Test Item File International Business An Integrated Approach online for free? Are you looking for Test Item File International Business An Integrated Approach PDF? This is definitely going to save you time and cash in something you should think about.

Find Test Item File International Business An Integrated Approach :

2014 regional spelling bee pronouncer guide

2nd semester biology final exam review packet

advanced pressure points fighting

1 1 5 practice media literacy apex

4th grade summer packet language arts

ags united states history workbook answer key

les crimes de lamour volume eacuteedition annoacutee

aban offshore limited iran news today

instructors resource manual for critical care nursing a holistic approach

hidden job market

bronchitis merck manual

workshop manual for shogun sports

0w20 in 22re

20key stage maths mark scheme

a fairly honourable defeat

Test Item File International Business An Integrated Approach :

berry cycloguide 24 circuits igncyclog 36 pdf pdf black ortax - Jan 08 2023

web berry cycloguide 24 circuits igncyclog 36 pdf pdf black ortax org created date 9 4 2023 8 14 19 pm

berry cycloguide 24 circuits igncyclog 36 by - Mar 10 2023

web igncyclog 36 epub aldmorcant fr berry cycloguide 24 circuits igncyclog 36 8 15 cy3br 1 brands in action cyclo industries
cyber power dc infrastructure

berry cycloguide 24 circuits igncyclog 36 by jetpack theaoi - Nov 25 2021

web berry cycloguide 24 circuits igncyclog 36 by circuit protector gcp series bestdada bci group 24 xs power en cyberlogitec
brochure 2018 mini circuits cy8c24533

table of contents winnebago - Apr 30 2022

web 2003 journey dl p36gd wiring diagram book 110 volt load center auto transfer switch ac heat ems wiring diagram
antenna installation radio and cb

download iridex cyclo g6 operator s manual manualslib - Mar 30 2022

web please tick the box below to get your link get manual

berry cycloguide 24 circuits igncyclog 36 by - Aug 15 2023

web april 29th 2020 berry cycloguide 24 circuits igncyclog 36 par actuellement indisponible utile par sinsilla les circuits privilégiént en général les routes sans ou avec

b k antriebstechnik technische beratung für getriebe aller art - Jul 02 2022

web b k antriebstechnik technische beratung für getriebe aller art

berry cycloguide 24 circuits igncyclog 36 - Apr 11 2023

web berry cycloguide 24 circuits igncyclog 36 this is likewise one of the factors by obtaining the soft documents of this berry cycloguide 24 circuits igncyclog 36 by online you

berry cycloguide 24 circuits igncyclog 36 by - Dec 27 2021

web berry cycloguide 24 circuits igncyclog 36 de september 18th 2019 berry cycloguide 24 circuits igncyclog 36 collectif isbn 9782758512424 kostenloser

circuit guides - Jun 01 2022

web circuitguides com have been producing circuit guides for track day enthusiasts and racers since 1995 since then thousands of riders and drivers have used our products to learn

berry cycloguide 24 circuits igncyclog 36 by 1 curve nl - Jan 28 2022

web berry cycloguide 24 circuits igncyclog 36 co uk march 20th 2020 buy berry cycloguide 24 circuits igncyclog 36 by collectif isbn 9782758512424 from s book

berry cycloguide 24 circuits igncyclog 36 - Aug 03 2022

web those all we have enough money berry cycloguide 24 circuits igncyclog 36 and numerous ebook collections from fictions to scientific research in any way in the course

berry cycloguide 24 circuits igncyclog 36 by - Nov 06 2022

web berry cycloguide 24 circuits igncyclog 36 by it will absolutely waste the hour you could swiftly acquire this berry cycloguide 24 circuits igncyclog 36 by after getting deal

buy berry cycloguide 24 circuits 2009 book online at low - May 12 2023

web amazon in buy berry cycloguide 24 circuits 2009 book online at best prices in india on amazon in read berry cycloguide 24 circuits 2009 book reviews author details and

berry cycloguide 24 circuits igncyclog 36 by - Oct 25 2021

web berry cycloguide 24 circuits igncyclog 36 by berry cycloguide 24 circuits igncyclog 36 by cy3273 cypress low voltage

powerline munication cyber power dc

berry cycloguide 24 circuits igncyclog 36 copy uniport edu - Oct 05 2022

web apr 1 2023 berry cycloguide 24 circuits igncyclog 36 1 15 downloaded from uniport edu ng on april 1 2023 by guest

berry cycloguide 24 circuits igncyclog 36

berry cycloguide 24 circuits igncyclog 36 2022 wrbb neu - Feb 09 2023

web this online notice berry cycloguide 24 circuits igncyclog 36 can be one of the options to accompany you later than having new time it will not waste your time bow to me the e

berry cycloguide 24 circuits waterstones - Sep 04 2022

web jan 19 2009 buy berry cycloguide 24 circuits from waterstones today click and collect from your local waterstones or get free uk delivery on orders over 25

berry cycloguide 24 circuits 2009 amazon co uk xxx - Jun 13 2023

web buy berry cycloguide 24 circuits 2009 by xxx isbn 9782758512424 from amazon s book store everyday low prices and free delivery on eligible orders

berry cycloguide 24 circuits igncyclog 36 by housing gov mv - Sep 23 2021

web berry cycloguide 24 circuits igncyclog 36 9782758512424 november 21st 2019 berry cycloguide 24 circuits igncyclog 36 on free shipping on qualifying offers

berry cycloguide 24 circuits 2009 map amazon com au books - Jul 14 2023

web berry cycloguide 24 circuits 2009 on amazon com au free shipping on eligible orders berry cycloguide 24 circuits 2009

berry cycloguide 24 circuits igncyclog 36 copy app oaklandlibrary - Dec 07 2022

web berry cycloguide 24 circuits igncyclog 36 copy app oaklandlibrary org author brynn chapman created date 9 3 2023 2 59 26 am

berry cycloguide 24 circuits igncyclog 36 - Feb 26 2022

web berry cycloguide 24 circuits igncyclog 36 right here we have countless books berry cycloguide 24 circuits igncyclog 36 and collections to check out we additionally

perch dissection jb004 k12 sd us - Feb 09 2023

web digital resources may include set up phenomena or activity videos student pre lab activities interactive digital lessons and simulations digital teacher s manual

perch dissection 2 biology junction - Mar 10 2023

web perch dissection lab id pictures to view an image of the perch anatomy click on the word s below anal fin anterior dorsal fin cloaca brain caudal fin cerebellum

perch dissection lab jordan rowlen - Jun 13 2023

web purpose to examine the internal and external anatomy of the perch procedure external anatomy rinse your perch label the anterior posterior dorsal and ventral sides on

biology lab perch dissection youtube - Oct 17 2023

web jun 28 2019 e 75k views 4 years ago in this biology lab we will turn our attention to an aquatic vertebrate the perch after examining its external anatomy we will dissect the

perch bony fish dissection teach a man to fish - Sep 04 2022

web this video details the external anatomy of a perch choose a station to find educational resources and station sponsored events near you

perch dissection - May 12 2023

web perch dissection lab investigating the phylum chordata through a perch otherwise known as the bony fish answers to dissection questions the general body shape of

perch dissection digital resources carolina singapore - Jan 08 2023

web eye protection protective clothing apron lab coat gloves latex free perch identification checklist for students one for use in lab extra copy for reference perch example

perch dissection carolina biological supply - Sep 16 2023

web perch dissection the yellow perch is a freshwater member of the group osteichthyes or bony fishes these preserved specimens are used to study typical fish anatomy in middle

dissections sales pitches all part of the learning lab s classes - Jan 28 2022

web covered dissection tablev designed for anatomy labs and teaching facilities features a recessed top which eliminates the need for a body tray built with a slope two hinged

perch dissection guide westlab com - Jun 01 2022

web study with quizlet and memorize flashcards containing terms like use the videos and images in the perch dissection lab lesson to help you match the external anatomical

covered dissection table with lid assist gaia science - Dec 27 2021

perch dissection naomi michaelis - Feb 26 2022

web nov 29 2017 another student xiao wen 13 remembers observing the dissection of a sheep s heart to learn about the circulatory system during tll s science class she said

perch dissection lab guide wpmu dev - Jul 14 2023

web 1 forceps 1 scissors 2 sharp probes dissecting pan hand lens dissecting microscope optional procedure part a observing the fish s external anatomy ensure each group

anatomical dissection experiences and education sma - Mar 30 2022

web the perch dissection was the dissection of a fish the fish was very segmented similar to the flatworm the perch does have a skeleton porifera have a skeleton made out of

lab dissecting a perch mater academy charter school - Aug 15 2023

web may 13 2016 dissecting a perch background information fish are the largest group of vertebrates found in fresh and salt water in fact over 25 000 species of fish comprise

9 26 r lab quiz perch dissection lab flashcards quizlet - Apr 30 2022

web every wednesday we would commence dissection on specific regions of the body as outlined by the dissection booklets we would then have seven days until the next

dissection 101 perch dissection lesson plan pbs - Nov 06 2022

web perch facts yellow perch percaflavescens is a species of perch found in the u s and canada in both fresh and salt water lakes primarily recognized by its dark vertical

perch dissection prelab - Oct 05 2022

web silvergrass institute perch bony fish dissection teach a man to fish if you want to learn more about perch anatomy here s a link to a website with more detailed

perch dissection walkthrough youtube - Jul 02 2022

web with these dissection guides you can learn about biology and life science find out how to dissect specimens like a fetal pig frog or cow eye with helpful diagrams and

dissection 101 pbs learningmedia - Dec 07 2022

web lesson plan for the perch dissection perch are vertebrates in a group called the ray finned fishes because they have rays spines in their fins they are the largest group of

perch dissection video part 1 of 2 pbs learningmedia - Aug 03 2022

web basic perch dissection walkthrough with the deer god squad ap biology lab group our biology lab blog radscientists blogspot com

perch dissection lab noah gersh s stem website - Apr 11 2023

web perch dissection introduction the fish in the class osteichthyes have bony skeletons there are three groups of the bony fish ray finned fish lobe finned fish and the lung

guide to capturing a plum blossom copper canyon classics - Mar 14 2023

web guide to capturing a plum blossom copper canyon classics by po jen sung at abebooks co uk isbn 10 1556593783 isbn 13 9781556593789 copper canyon

guide to capturing a plum blossom copper canyon classics by - Dec 31 2021

guide to capturing a plum blossom copper canyon classics by - Oct 09 2022

web copper canyon press 2011 242 pp this book has been out of print for more than a decade red pine informs the reader in the revised preface to the 2011 copper canyon

guide to capturing a plum blossom by sung po jen goodreads - Sep 08 2022

web guide to capturing a plum blossom copper canyon classics find all books from po jen sung at find more books com you can find used antique and new books compare

guide to capturing a plum blossom copper canyon classics - Apr 15 2023

web hardcover isbn 10 1556595573 isbn 13 9781556595578 publisher copper canyon press 2018 view all copies of this isbn edition synopsis about this title it is one of the

guide to capturing a plum blossom copper canyon classics - Feb 13 2023

web find helpful customer reviews and review ratings for guide to capturing a plum blossom copper canyon classics at amazon com read honest and unbiased product reviews

guide to capturing a plum blossom copper canyon classics - Jan 12 2023

web first published in ad 1238 guide to capturing a plum blossom is considered the world's earliest known printed art books this bilingual edition contains the one hundred

guide to capturing a plum blossom copper canyon classics - Nov 10 2022

web oct 1 1995 first published in a d 1238 guide to capturing a plum blossom may be the world's first printed book of art and literature it is presented here in a fine bilingual

amazon com customer reviews guide to capturing a plum - Dec 11 2022

web guide to capturing a plum blossom copper canyon classics by red pine award in translation poems of the masters in such hard times the poetry of wei ying wu

guide to capturing a plum blossom copper canyon c moses - Jun 05 2022

web guide to capturing a plum blossom copper canyon c downloaded from crm vasista in by guest zion lee guide to capturing a plum blossom cope press master square

guide to capturing a plum blossom copper canyon c 2022 - Mar 02 2022

web 9781556592652 finding them gone visiting china's poets of the past guide to capturing a plum blossom copper canyon

classics red pine author guide to capturing a plum

guide to capturing a plum blossom copper canyon classics - Jun 17 2023

web abebooks com guide to capturing a plum blossom copper canyon classics 9781556595578 by po jen sung and a great selection of similar new used and

guide to capturing a plum blossom copper canyon c - Nov 29 2021

guide to capturing a plum blossom copper canyon - Aug 19 2023

web may 1 2018 first published in ad 1238 guide to capturing a plum blossom is considered the world s earliest known printed art books this bilingual edition contains

guide to capturing a plum blossom copper canyon classics - Feb 01 2022

web guide to capturing a plum blossom copper canyon c 3 3 blossomcould fit neatly into any number of contemporary sounding categories hybrid text art book lyric 4 guide

guide to capturing a plum blossom copper canyon c - Apr 03 2022

web it is one of the very first art books which helped artists develop the aptitude for seeing the inner essence of various natural phenomena shambhala sun guide to capturing a

guide to capturing a plum blossom copper canyon c pdf - May 04 2022

web 2 guide to capturing a plum blossom copper canyon c 2021 10 28 empty names are no damn good 71 someone sits in a mountain gorge cloud robe sunset tassels handful

guide to capturing a plum blossom reviewed by gilbert - Aug 07 2022

web guide to capturing a plum blossom copper canyon c guide to capturing a plum blossom copper canyon c 1 downloaded from donate pfi org on 2023 04 02 by guest

9781556593789 guide to capturing a plum blossom copper - Jul 06 2022

web guide to capturing a plum blossom copper canyon c downloaded from 2013 thecontemporaryaustin org by guest williams lauren from the grave a

guide to capturing a plum blossom copper canyon classics - Jul 18 2023

web guide to capturing a plum blossom copper canyon classics po jen sung amazon com tr

guide to capturing a plum blossom copper canyon - Sep 20 2023

web jun 14 2018 first published in ad 1238 guide to capturing a plum blossom is considered the world s earliest known printed art books this bilingual edition contains

guide to capturing a plum blossom copper canyon classics - May 16 2023

web abebooks com guide to capturing a plum blossom copper canyon classics 9781556593789 by po jen sung and a great selection of similar new used and