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The first chapter in this book deals with an analysis of determinants of both net international investment positions and net costs of negative investment positions in transitive countries. It defines sustainable conditions that assume foreign investors will be prepared to continue to (re)finance negative investment positions in short and long-time periods. The sustainability conditions are derived from dynamics of both sources created through net export surplus and negative net yields paid from an international investment position. This chapter points out important differences between a position of large advanced and small transitive economies in the case of net costs of a negative net investment position. The second chapter examines the Messe-Rogoff puzzle, which demonstrates that exchange rate models cannot outperform the random walk in out-of-sample forecasting. The final chapter assesses the productivity change and efficiency of banks in Ghana. Computational Fluid Dynamics (CFD) is an important design tool in engineering and also a substantial research tool in various physical sciences as well as in biology. The objective of this book is to provide university students with a solid foundation for understanding the numerical methods employed in today's CFD and to familiarise

them with modern CFD codes by hands-on experience. It is also intended for engineers and scientists starting to work in the field of CFD or for those who apply CFD codes. Due to the detailed index, the text can serve as a reference handbook too. Each chapter includes an extensive bibliography, which provides an excellent basis for further studies. How do we make sense of life? How should we treat others? How should we reasonably be expected to be treated by others? When human life is at stake, are there reasonable principles we can rely on to guide our actions? How should our laws be framed to protect human life? What kind of society should be built? Many people rely on their religious beliefs to answer these questions. But not everyone accepts the same religious premises or recognizes the same spiritual authorities. Are there public arguments/reasons that can be given that do not presuppose agreement on religious grounds or common religious commitments that can guide our thoughts and actions, as well as our laws and public policies? In Ten Universal Principles: A Brief Philosophy of the Life Issues, Jesuit Father Robert Spitzer sets out, in a brief, yet highly-readable and lucid style, ten basic principles that must govern the reasonable persons thinking and acting about life issues. A highly-regarded philosopher, Father Spitzer provides an intelligent outline for thinking and talking about human life. This book is a powerful tool for persuasively articulating and effectively inculcating a prolife philosophy. This book communicates the excitement and dynamics of the field of psychological testing. The authors provide readers with a current analysis of the most widely used psychological tests in schools, professional training programs, business, industry, the military, and clinical settings. As readers progress through the book, they get a clear picture of how psychological tests are constructed, how they are used, and how an understanding of them can make a difference in their careers and everyday lives.

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The goal of the new edition is to continue with a systems view of the world. For a more robust and worldwide market dissemination, the new edition has changed to a reference book. The project systems approach to project management, is needed in executing projects across countries and across cultures, which is a crucial requirement in today's globalized and intertwined economics. The book uses ample graphical representations to clarify the concepts and techniques presented. The case examples help to reinforce the topics covered. Several illustrative examples and practice exercises are included. Each chapter is updated and new chapters include Project Simulation and Project Templates. A new chapter on managing complex projects in an age of artificial intelligence adds a unique value to the book. Features Highlights contemporary best practices of project management Uses a systems framework to integrate quantitative and qualitative tools Offers illustrative examples and practice exercises Covers project schedule performance appraisal techniques Discusses the knowledge areas contained in the Project Management Book of Knowledge (PMBOK) Presents software applications for project management, as well as case examples Optical Coherence Tomography gives a broad treatment of the subject which will include 1) the optics, science, and physics needed to understand the technology 2) a description of applications with a critical look at how the technology will successfully address actual clinical need, and 3) a discussion of delivery of OCT to the patient, FDA approval and comparisons with available competing technologies. The required mathematical rigor will be present where needed but be presented in such a way that it will not prevent non-scientists and non-engineers from gaining a basic understanding of OCT and the applications as well as the issues of bringing the technology to the market. Optical Coherence Tomography is a new medical high-resolution imaging technology which offers distinct advantages over current medical imaging technologies and is attracting a large number of researchers. Provides non-scientists and non-engineers basic understanding of Optical Coherence Tomography applications and issues. Over the past two decades, thermal spraying of metallic, ceramic and composite coatings has emerged as a powerful tool for surface engineering, with many new applications and markets continually being developed. This book will help materials scientists and engineers to choose the most appropriate combination of materials, equipment, and operation parameters for the design of high-performance coatings with new functional properties and improved service life. Includes: * a thorough treatment of the fundamental physical processes governing plasma spray technology; * a critical assessment of advantages and disadvantages of the method compared with other surface coating techniques; * a discussion of basic equipment requirements and limitations; * case studies and typical applications to solve industrial problems. Plasma-Spray Coating offers a stimulating combination of basic concepts and practical applications. Materials scientists and engineers, as well as graduate students will find this book of enormous value. As technology presses forward, scientific projects are becoming increasingly complex. The international space station, for example, includes over 100 major components, carried aloft during 88 space flights which were organized by over 16 nations. The need for improved

system integration between the elements of an overall larger technological system has sparked further development of systems of systems (SoS) as a solution for achieving interoperability and superior coordination between heterogeneous systems. Systems of Systems Engineering: Principles and Applications provides engineers with a definitive reference on this newly emerging technology, which is being embraced by such engineering giants as Boeing, Lockheed Martin, and Raytheon. The book covers the complete range of fundamental SoS topics, including modeling, simulation, architecture, control, communication, optimization, and applications. Containing the contributions of pioneers at the forefront of SoS development, the book also offers insight into applications in national security, transportation, energy, and defense as well as healthcare, the service industry, and information technology. System of systems (SoS) is still a relatively new concept, and in time numerous problems and open-ended issues must be addressed to realize its great potential. This book offers a first look at this rapidly developing technology so that engineers are better equipped to face such challenges. Teaches readers how to test and analyze software to achieve an acceptable level of quality at an acceptable cost Readers will be able to minimize software failures, increase quality, and effectively manage costs Covers techniques that are suitable for near-term application, with sufficient technical background to indicate how and when to apply them Provides balanced coverage of software testing & analysis approaches By incorporating modern topics and strategies, this book will be the standard software-testing textbook Use this technology guide to find descriptions of today's most essential global technologies. Clearly structured and simply explained, the book's reference format invites even the casual reader to explore the stimulating innovative ideas it contains. Lithium secondary batteries have been key to mobile electronics since 1990. Large-format batteries typically for electric vehicles and energy storage systems are attracting much attention due to current energy and environmental issues. Lithium batteries are expected to play a central role in boosting green technologies. Therefore, a large number of scientists and engineers are carrying out research and development on lithium secondary batteries. The book is written in a straightforward fashion suitable for undergraduate and graduate students, as well as scientists, and engineers starting out in the field. The chapters in this book have been thoroughly edited by a collective of experts to achieve a cohesive book with a consistent style, level, and philosophy. They cover a wide range of topics, including principles and technologies of key materials such as the cathode, anode, electrolyte, and separator. Battery technologies such as design, manufacturing processes, and evaluation methods as well as applications are addressed. In addition, analytical methods for determining electrochemical and other properties of batteries are also included. Hence, this book is a must-have for everyone interested in obtaining all the basic information on lithium secondary batteries. Sport Management: Principles and applications provides a comprehensive introduction to the practical application of management principles within sport organisations. It is ideal for first and second year students studying sport management related courses, as well as those studying business focussed and human movement/physical education courses seeking an overview of sport management principles. In full colour to make key information easier to locate, the book provides a comprehensive overview of: -The nature of the sport industry and the role of the state, non-profit and professional sectors in sport. -Core management principles and their application in sport, highlighting the unique features of how sport is managed. Includes discussion and insight into strategic planning, organisational culture, organisational structures, human resource management, leadership, governance, financial management, marketing and performance management. Highly accessible, each chapter has a coherent structure featuring: -A conceptual overview of the focus for the chapter. -A presentation of accepted practice and key research findings supported by specific organisational examples at the community, state/provincial, national and professional levels drawing from countries around the globe. -A section of teaching and learning resources including a reference list, suggestions for further reading, relevant websites, and tutorial activity or study questions.. -Brand new to this edition is a new case study at the end of each chapter as well as two new chapters on marketing and financial management. * Covers the fundamental management issues unique to sport so that students understand how general management principles relate to their area of study. * Extensive online lecturer materials, including PowerPoint for every chapter, tutorial activities, test banks, and diagnostic and teaching notes help lecturers save time preparing for lectures. * Brand new case studies, examples and chapters from the UK, Europe and Asia-Pacific prepare students for employment in any country. The Internet of Things (IoT), with its technological advancements and massive innovations, is building the idea of inter-connectivity among everyday life objects. With an explosive growth in the number of Internet-connected devices, the implications of the idea of IoT on enterprises, individuals, and society are huge. IoT is getting attention from both academia and industry due to its powerful real-time applications that raise demands to understand the entire spectrum of the field. However, due to increasing security issues, safeguarding the IoT ecosystem has become an important concern. With devices and information becoming more exposed and leading to increased attack possibilities, adequate security measures are required to leverage the benefits of this emerging concept. Internet of Things Security: Principles, Applications, Attacks, and Countermeasures is an extensive source that aims at establishing an understanding of the core concepts of IoT among its readers and the challenges and corresponding countermeasures in the field. Key features: Containment of theoretical aspects, as well as recent empirical findings associated with the underlying technologies Exploration of various challenges and trade-offs associated with the field and approaches to ensure security, privacy, safety, and trust across its key elements Vision of exciting areas for future research in the field to enhance the overall productivity This book is suitable for industrial professionals and practitioners, researchers, faculty members, and students across universities who aim to carry out research and development in the field of IoT security. This monograph focuses primarily on nonsmooth variational problems that arise from boundary value problems with nonsmooth data and/or nonsmooth constraints, such as multivalued elliptic problems, variational inequalities, hemivariational inequalities, and their corresponding evolution problems. It provides a systematic and unified exposition of comparison principles based on a suitably extended sub-supersolution method. To understand the world around us, as well as ourselves, we need to measure many things, many variables, many properties of the systems and processes we investigate. Hence, data collected in science, technology, and almost everywhere else are multivariate, a data table with multiple variables measured on multiple observations (cases, samples, items, process time points, experiments). This book describes a remarkably simple minimalistic and practical approach to the analysis of data tables (multivariate data). The approach is based on projection methods, which are PCA (principal components analysis), and PLS (projection to latent structures) and the book shows how this works in science and technology for a wide variety of applications. In particular, it is shown how the great information content in well collected multivariate data can be expressed in terms of simple but illuminating plots, facilitating the understanding and interpretation of the data. The projection approach applies to a variety of data-analytical objectives, i.e., (i) summarizing and visualizing a data set, (ii) multivariate classification and discriminant analysis, and (iii) finding quantitative relationships among the variables. This works with any shape of data table, with many or few variables (columns), many or few observations (rows), and complete or incomplete data tables (missing data). In particular, projections handle data matrices with more variables than observations very well, and the data can be noisy and highly collinear. Authors: The five authors are all connected to the Umetrics company (www.umetrics.com) which has developed and sold software for multivariate analysis since 1987, as well as supports customers with training and consultations. Umetrics' customers include most large and medium sized companies in the pharmaceutical, biopharm, chemical, and semiconductor sectors. This second edition of the well-established bestseller is completely updated and revised with approximately 30 % additional material, including two new chapters on applications, which has seen the most significant developments. The comprehensive overview written at an introductory level covers fundamental aspects, principles of instrumentation and practical applications, while providing many valuable tips. For photochemists and photophysicists, physical chemists, molecular physicists, biophysicists, biochemists and biologists, lecturers and students of chemistry, physics, and biology. Analytical Methods for Pesticides, Plant Growth Regulators, and Food Additives, Volume 1: Principles, Methods, and General Applications provides information on analytical techniques useful for the determination of pesticides, plant growth regulators, and food additives. The book discusses the potential hazard of minute residues to human and animal health; the principles of formulation and residue analyses; and the principles of food additive analysis. The text also describes the extraction and clean-up procedures; and the principles of toxicological testing methods. The methods for pesticide analysis in meat products; and the formulation and residue analysis in government laboratories are also considered. The book further tackles other methods, such as spectrophotometric methods, chromatography, isotope methods, enzymatic methods; and bioassay. Agricultural toxicologists and people studying pesticides and food additives will find the text invaluable. Psychologists throughout the world are being asked to assess an increasingly diverse clientele: immigrants, refugees, second and third generations still

influenced by different cultures and languages, and indigenous peoples now moving towards the mainstream. Most are ill-equipped by training and experience to understand, assess, and subsequently treat such clients competently and ethically. Virtually all agree on the need for culture-sensitive assessment, but it has proven difficult to provide adequate services, despite good intentions and funding. Too often, clients who may have different worldview and health-illness beliefs are marginalized. For many reasons, standard assessment instruments designed, researched, and normed on a few groups in the United States--the MMPI-2, the Rorschach, and the TAT--are used as though they were universally applicable. Most busy practitioners have little time to investigate alternatives developed for use with one new group or another, focused on one issue or another, generally in a research context. In this book, Richard Dana proposes a new model of multicultural assessment practice and points directions for future training and research. He presents general, culture-specific, and step-by-step instrument-specific guidelines for the use of the standard armamentarium with different groups. Throughout, he highlights exciting new interpretive possibilities the traditional tests offer that should be regularly exploited, but emphasizes the importance of recognizing psychometric limits. Four extended examples of the use of one or several instruments with a specific group offer concrete illustrations of the model in action. *Multicultural Assessment: Principles, Applications, and Examples* constitutes an invaluable new resource for psychologists and for their students and trainees. For *Principles of Macroeconomics* courses. Questions that drive interest, applications that illustrate concepts, and the tools to test and solidify comprehension. Students come into their first Economics course thinking they will gain a better understanding of the economy around them. Unfortunately, they often leave with many unanswered questions. To ensure students actively internalize economics, O'Sullivan/Sheffrin/Perez use chapter-opening questions to spark interest on important economic concepts, applications that vividly illustrate those concepts, and chapter-ending tools that test and solidify understanding. This is a monumental reference for the theory and practice of computer security. Comprehensive in scope, this text covers applied and practical elements, theory, and the reasons for the design of applications and security techniques. It covers both the management and the engineering issues of computer security. It provides excellent examples of ideas and mechanisms that demonstrate how disparate techniques and principles are combined in widely-used systems. This book is acclaimed for its scope, clear and lucid writing, and its combination of formal and theoretical aspects with real systems, technologies, techniques, and policies. *Drinking Water Safety: Basic Principles and Applications*, examines the technical and scientific, as well as regulatory, ethical, and emerging issues of pollution prevention, sustainability, and optimization for the production and management of safe drinking water to cope with environmental pollution, population growth, increasing demand, terrorist threats, and climate change pressures. It presents a summary of conventional water and wastewater treatment technologies, in addition to the latest processes. Features include: □ Provides a summary of current and future of global water resources and availability. □ Summarizes key U.S. regulatory programs designed to ensure protection of water quality and safe drinking water supplies, with details on modern approaches for water utility resilience. □ Examines the latest water treatment technologies and processes, including separate chapters on evaporation, crystallization, nanotechnology, membrane-based processes, and innovative desalination approaches. □ Reviews the specialized literature on pollution prevention, sustainability, and the role of optimization in water treatment and related areas, as well as references for further reading. □ Provides illustrative examples and case studies that complement the text throughout, as well as an appendix with sections on units and conversion constants. This must-read text/reference provides a practical guide to processes involved in the development and application of dynamic simulation models, covering a wide range of issues relating to testing, verification and validation. Illustrative example problems in continuous system simulation are presented throughout the book, supported by extended case studies from a number of interdisciplinary applications. Topics and features: provides an emphasis on practical issues of model quality and validation, along with questions concerning the management of simulation models, the use of model libraries, and generic models; contains numerous step-by-step examples; presents detailed case studies, often with accompanying datasets; includes discussion of hybrid models, which involve a combination of continuous system and discrete-event descriptions; examines experimental modeling approaches that involve system identification and parameter estimation; offers supplementary material at an associated website. Includes topics that relate to society and behaviour. The articles are divided within categories and explore how these topics affect American culture on a widespread level. This is the third title in Salem's *Principles of Sociology* series. This series is intended to introduce students and researchers to the fundamentals of sociology. The proliferation of Internet of Things (IoT) has enabled rapid enhancements for applications, not only in home and environment scenarios, but also in factory automation. Now, Industrial Internet of Things (IIoT) offers all the advantages of IoT to industry, with applications ranging from remote sensing and actuating, to de-centralization and autonomy. In this book, the editor presents the IIoT and its place during the new industrial revolution (Industry 4.0) as it takes us to a better, sustainable, automated, and safer world. The book covers the cross relations and implications of IIoT with existing wired/wireless communication/networking and safety technologies of the Industrial Networks. Moreover, the book includes practical use-case scenarios from the industry for the application of IIoT on smart factories, smart cities, and smart grids. IoT-driven advances in commercial and industrial building lighting and in street lighting are presented as an example to shed light on the application domain of IIoT. The state of the art in Industrial Automation is also presented to give a better understanding of the enabling technologies, potential advantages, and challenges of the Industry 4.0 and IIoT. Finally, yet importantly, the security section of the book covers the cyber-security related needs of the IIoT users and the services that might address these needs. User privacy, data ownership, and proprietary information handling related to IIoT networks are all investigated. Intrusion prevention, detection, and mitigation are all covered at the conclusion of the book. Data is at the center of many challenges in system design today. Difficult issues need to be figured out, such as scalability, consistency, reliability, efficiency, and maintainability. In addition, we have an overwhelming variety of tools, including relational databases, NoSQL datastores, stream or batch processors, and message brokers. What are the right choices for your application? How do you make sense of all these buzzwords? In this practical and comprehensive guide, author Martin Kleppmann helps you navigate this diverse landscape by examining the pros and cons of various technologies for processing and storing data. Software keeps changing, but the fundamental principles remain the same. With this book, software engineers and architects will learn how to apply those ideas in practice, and how to make full use of data in modern applications. Peer under the hood of the systems you already use, and learn how to use and operate them more effectively Make informed decisions by identifying the strengths and weaknesses of different tools Navigate the trade-offs around consistency, scalability, fault tolerance, and complexity Understand the distributed systems research upon which modern databases are built Peek behind the scenes of major online services, and learn from their architectures Appendix B:Stability Measures for Frequency Sources 665Appendix C:Free-Space Propagation Loss 669; About the Authors 675; Index 683; Mobile Communications Library. In the battle between humans and microbes, knowledge may be not only the best weapon but also the best defense. Pulling contributions from 34 experts into a unified presentation, *Disinfection and Decontamination: Principles, Applications, and Related Issues* provides coverage that is both sophisticated and practical. The book reviews the fundamentals, explores the interdisciplinary nature of the science, and includes discussions of regulatory and legal issues. While the chapters present in depth coverage of infections in hospitals, they also widen their scope to include laboratories outside the healthcare environment. Based on practical experience, the volume examines recent advances in the research, development, and applications for disinfection and decontamination in many different settings. The chapters address, and supply insight into, the issues found with infectious disease, devices and new materials for implantation, principles, mechanisms, testing methods and strategies, and various applications. They also cover current research and best practice for ways to reduce infection caused by devices. The book's emphasis on new technologies highlights the need for safer biocides and microbiological concerns in the manufacturing environment. The broad focus combined with the global, interdisciplinary panel of authors gives you a snapshot of disease transmission, perspectives on infectious challenges and solutions in a global perspective, and an understanding of global governance. The book offers in depth information on specific topics and an understanding of the fundamentals, giving you a starting point and precise information for resolving problems. **NEW YORK TIMES BESTSELLER** • Over a million copies sold! "An eminently practical guide to an emotionally intelligent—and long-lasting—marriage."—Daniel Goleman, author of *Emotional Intelligence* *The Seven Principles for Making Marriage Work* has revolutionized the way we understand, repair, and strengthen marriages. John Gottman's unprecedented study of couples over a period of years has allowed him to observe the habits that can make—and break—a marriage. Here is the culmination of that work: the seven principles that guide couples on a path toward a harmonious and long-lasting

relationship. Straightforward yet profound, these principles teach partners new approaches for resolving conflicts, creating new common ground, and achieving greater levels of intimacy. Gottman offers strategies and resources to help couples collaborate more effectively to resolve any problem, whether dealing with issues related to sex, money, religion, work, family, or anything else. Packed with new exercises and the latest research out of the esteemed Gottman Institute, this revised edition of *The Seven Principles for Making Marriage Work* is the definitive guide for anyone who wants their relationship to attain its highest potential. A complete introduction to the field, *Ergonomics: Foundational Principles, Applications and Technologies* discusses scientific principles, research, applications, and emerging trends in technology. Covering the foundational principles and major topics in physical ergonomics, the book contains the necessary components of a quality ergonomics course, *PSYCHOLOGICAL TESTING: PRINCIPLES, APPLICATIONS, AND ISSUES*, Ninth Edition explains the fundamentals of psychological testing, their important applications, and the controversies that emerge from those applications in clinical, education, industrial, medical, and legal settings. Kaplan and Saccuzzo's engaging and thorough text demonstrates how psychological tests are constructed and used, both in a professional setting and in everyday lives. It explains core concepts that affect the evaluation of all tests, major types of psychological tests, and current issues affecting testing such as stereotype threat, bias, laws, and ethics. Chapters are independent enough to allow instructors to structure their class to achieve course objectives. Test profiles and sample items illustrate how psychological testing is used and reported. Case studies demonstrate the uses and misuses of psychological testing, while technical examples assist students in grasping complex statistical concepts. Important Notice: Media content referenced within the product description or the product text may not be available in the ebook version. *Principles and Applications of Quantum Chemistry* offers clear and simple coverage based on the author's extensive teaching at advanced universities around the globe. Where needed, derivations are detailed in an easy-to-follow manner so that you will understand the physical and mathematical aspects of quantum chemistry and molecular electronic structure. Building on this foundation, this book then explores applications, using illustrative examples to demonstrate the use of quantum chemical tools in research problems. Each chapter also uses innovative problems and bibliographic references to guide you, and throughout the book chapters cover important advances in the field including: Density functional theory (DFT) and time-dependent DFT (TD-DFT), characterization of chemical reactions, prediction of molecular geometry, molecular electrostatic potential, and quantum theory of atoms in molecules. Simplified mathematical content and derivations for reader understanding Useful overview of advances in the field such as Density Functional Theory (DFT) and Time-Dependent DFT (TD-DFT) Accessible level for students and researchers interested in the use of quantum chemistry tools *Psychometrics and Psychological Assessment: Principles and Applications* reports on contemporary perspectives and models on psychological assessment and their corresponding measures. It highlights topics relevant to clinical and neuropsychological domains, including cognitive abilities, adaptive behavior, temperament, and psychopathology. Moreover, the book examines a series of standard as well as novel methods and instruments, along with their psychometric properties, recent meta-analytic studies, and their cross-cultural applications. Discusses psychometric issues and empirical studies that speak to same Explores the family context in relation to children's behavioral outcomes Features major personality measures as well as their cross cultural variations Identifies the importance of coping and resilience in assessing personality and psychopathology Examines precursors of aggression and violence for prediction and prevention Part I introduces concepts of psychological testing and discusses the impact of testing on society, and Part II examines principles of psychological measurement and techniques used to analyze tests. Part III discusses the development of tests, with particular attention to the domains of cognitive ability, interests, and personality. Part IV considers the use of tests to make important decisions about individuals. Coverage focuses on the most widely used or technically superior major classes of tests. Includes chapter summaries, key terms, and critical discussion boxes on controversial issues, applications, and different perspectives. Appendices present ethical principles, and review basic statistics. This fourth edition is reorganized and encompasses new developments in the field. Annotation copyrighted by Book News, Inc., Portland, OR. This comprehensive introduction to assessment, created specifically for counseling students, presents mathematical and statistical concepts in a simple and useful manner. The book stresses the importance of counselors being good consumers of assessment tools, helping them avoid misusing tools in manners that can be harmful to clients. Updated throughout, *PRINCIPLES AND APPLICATIONS OF ASSESSMENT IN COUNSELING*, 5th Edition includes material on the DSM-5 and corresponds to the 2014 Standards for Educational and Psychological Testing as well as to the 2016 CACREP Standards. Important Notice: Media content referenced within the product description or the product text may not be available in the ebook version. *Green Internet of Things (IoT)* envisions the concept of reducing the energy consumption of IoT devices and making the environment safe. Considering this factor, this book focuses on both the theoretical and implementation aspects in green computing, next-generation networks or networks that can be utilized in providing green systems through IoT-enabling technologies, that is, the technology behind its architecture and building components. It also encompasses design concepts and related advanced computing in detail. • Highlights the elements and communication technologies in Green IoT • Discusses technologies, architecture and components surrounding Green IoT • Describes advanced computing technologies in terms of smart world, data centres and other related hardware for Green IoT • Elaborates energy-efficient Green IoT Design for real-time implementations • Covers pertinent applications in building smart cities, healthcare devices, efficient energy harvesting and so forth This short-form book is aimed at students, researchers in IoT, clean technologies, computer science and engineering cum Industry R&D researchers.