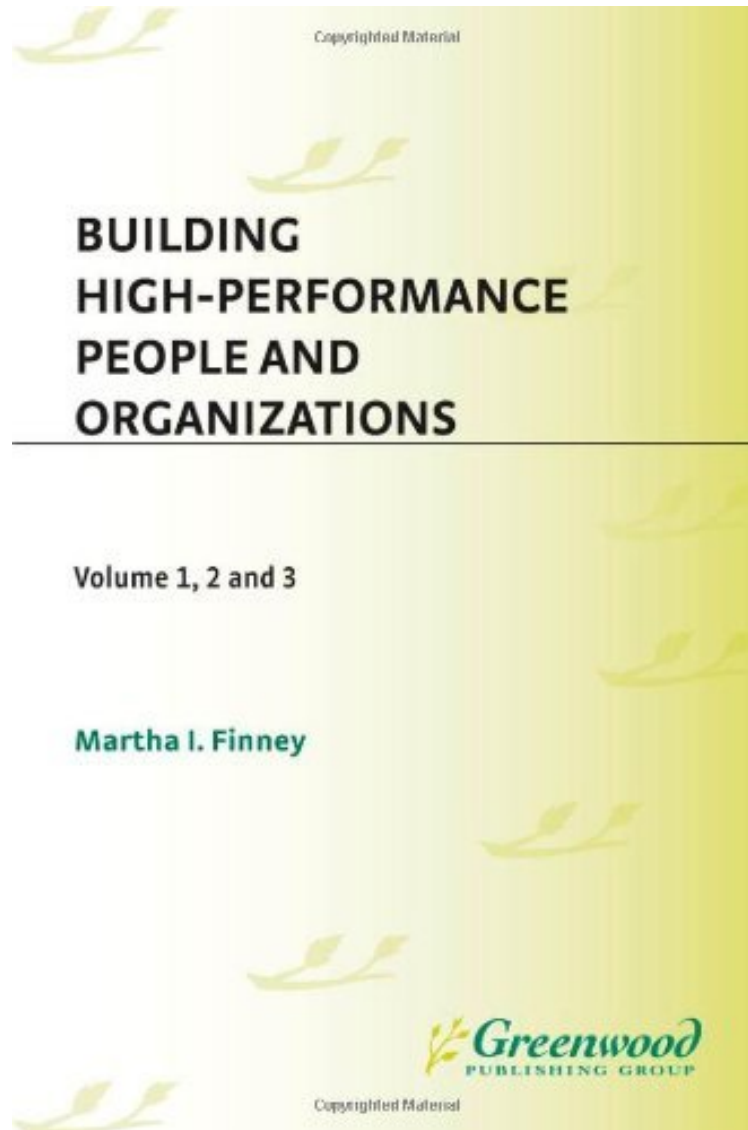


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quot;The New Employer-employee Relationshipquot;, quot;The Eng (Praeger Perspectives):

Business success depends on employee innovation, drive, skill, endurance, and dedication. Engaged employees, studies show, provide tangible advantages to the organization like greater customer satisfaction and improved profitability. In contrast, the Gallup Organization has discovered that disengaged workers cost U.S. business between \$250 billion and \$350 billion each year. How do you engage employees and, in turn, create the high-performance organization? That's what this set is all about. From the latest theories on motivation to innovations in HR to methods to increase employee retention, it provides the essential insights and tools managers, leaders, and HR people need to find new ways to succeed while keeping employees happy, productive, and loyal. Employees know that cradle-to-grave or even week-to-week employment security is a thing of the past, and that they are at the helm of their own career ship. Discerning consumers in the employment marketplace, they therefore seek employment opportunities that speak not only to their wallets and life circumstances, but also to their desire to find work that provides purpose and passion. How can employers meet these needs and create a team of engaged employees? That's a large question, and one that spans a spectrum of issues that includes career development, human resource management, and the alignment between individual and organizational goals. In these three volumes, leaders and managers will find answers. They feature articles, interviews, and reports from academics, psychologists, managers in the practical corporate world, and experts in career management. Despite what Donald Trump might say, work is personal, and the ways in which individuals navigate the organizational environment and businesses organize to seek, attract, and retain the best employees is of primary concern. That goes double in these turbulent times, when job security is at stake, cynicism rampant, and loyalty at risk. Building High-Performance People and Organizations connects the dots so employers can maintain a loyal, satisfied, and productive workforce. Volume 1: The New Employer-Employee Relationship looks at trends in demographics and the general business environment leading to and driving the concept of employee engagement. Volume 2: The Engaged Workplace: Organizational Strategies focuses on real-world organizational strategies to find, develop, and retain the best employees, with an emphasis on innovative practices in both the U.S. and internationally. Volume 3: Case Studies and Conversations features interviews with thought leaders in the entire landscape of performance management and employee engagement. Their insights will provide readers with the absolute latest thinking in their fields of expertise. Volume 3 also contains short case studies of companies that are pioneering high-performance cultures.

"Editor Finney, a journalist and consultant, explains what it means to love work in companies that focus on employee engagement. She notes engaged employees express satisfaction, demonstrate commitment, and advocate the organization's work ethic, products, and services. This three-volume set covers theories associated with employee engagement (v. 1); ways to create engaged cultures (v. 2); and conversations with experts and case studies of small to medium businesses (v. 3). Contributors include consultants and executives of successful firms. Key theoretical dimensions of employee engagement discussed in the first volume include company values and policies, development opportunities, interactions with people, the work environment, rewards and recognition, and job descriptions. The chapters on employee engagement surveys are the best part of volume 1. Chapter authors suggest that the weakest surveys are data driven. Survey approaches recommended include focusing on two-way interviews with employees, including quantitative and qualitative data, and trying to apply what was learned. To engage employees, contributors to the second volume suggest balancing work and home, getting top management commitment, having fun at work, coaching high-potential employees, focusing on employees' spiritual needs, using a variety of technologies to enhance workplace communication, and hiring executives aware of employee needs and compensating them based on a strategic plan rather than just the bottom line. The third volume provides case studies of how corporations such as Patagonia, Kahler Slater, Motorola, Digital Federal Credit Union, and Badger Mining Corporation engage employees. Mixed in with the case studies are chapters that feature interviews with consultants. Additional topics covered in the third volume include talent management, employee branding, corporate universities, diversity, leadership, and employee communications. All three volumes end with a long case study involving a major engagement effort; the three studies involve Intuit, Caterpillar, and Starwood Hotels and Resorts. All volumes mix interviews, case studies, research results, and diagrams showing engagement theories or programs. Recommended. Upper-division undergraduate through professional collections.' " - Choice About the Author MARTHA I. FINNEY is a veteran business journalist and consultant specializing in employee engagement and career management. She is the author or coauthor of nine books, including HR from the Heart: Inspiring Stories and Strategies for Building the People Side of Great Businesses, with Libby Sartrain, Chief People Officer of Yahoo. The producer of the Web-based journal Working from the HeartLand, she has appeared on CNN, NPR, and in major newspapers around the U.S.