

The proactive employer

Haywood Rod

Proactivity at Work Sharon K. Parker,Uta K. Bindl,2016-12 Chapter 16: Proactive Behavior Training: Theory, Design, and Future Directions -- The Sequence of Actions -- Personal Initiative -- Developing the Training Content Along the Facet Model -- Making the Training Work: From Action Principles to Personal Initiative -- Personal Initiative Trainings in Different Contexts of Work -- Evaluation of Personal Initiative Training -- Limitations of Personal Initiative Training -- Recommendations for Research and Practice -- References -- Chapter 17: Voice Framing and Sensemaking: A Construal-Level Perspective on Proactive Voice Effectiveness -- Defining Proactive Voice -- Construal-Level Theory and Voice Effectiveness -- Discussion -- Conclusion -- References -- Chapter 18: The Dark Side of Proactive Behavior: When Being Proactive May Hurt Oneself, Others, or the Organization -- The Dark Side of Proactive Work Behaviors -- The Dark Side of Proactive PE-Fit Behaviors -- The Dark Side of Proactive Strategic Behaviors -- Discussion -- References -- Chapter 19: Teams and Proactivity -- Defining Team Proactivity -- Distinguishing Individual and Team Proactivity -- The Origins of Team Proactivity -- Toward a Model of Team Proactivity: An IMOI Framework -- Implications and Future Research -- Conclusion -- Note -- References -- Chapter 20: New Perspectives and Directions for Understanding Proactivity in Organizations -- Core Themes and Idiosyncracies in Proactivity Research -- Practical Implications of Proactivity Research -- The Future of Proactivity Research -- Concluding Remarks on the Future of Proactivity -- References -- Index.

The Proactive Employer: Selected Readings on Compliance, Employment Discrimination and Litigation Avoidance Stephanie R. Thomas,2010-08-11 Managing EEO compliance and employment practices litigation is critical in today's business climate. This book provides basic information about the kinds of risks you face. Inside youâll find short articles on gender discrimination, race and national origin discrimination, age discrimination, retaliation, recruiting and hiring, compensation and termination. Most importantly, youâll find concise information with practical suggestions on how to be compliant and manage your employment litigation risk. The goal of these writings is to give readers the tools and information they need to proactively examine employment decisions with respect to equity. This book is designed to give you a starting point, to address your concerns about these kinds of analyses, and put you on the path to becoming a Proactive Employer.

Empowering Employee Proactive Behaviour Volume I Fahri Özsungur,Fevziye Bekar,2024-04-02 Proactive employee behaviour can mean the

attempt to improve existing conditions in the workplace or create new ones, and actions to change ones work environment, interpersonal relationships and socialisation behaviour instead of passively adapting to it. This book explores the role of proactive behaviour in employer/employee relations and in the wider context of the organization and society. Proactive performance is examined in many different subjects such as proactive cooperation, proactive motivation, and career and unit-oriented proactive behaviour in the literature. This book, the first of two volumes, includes a comprehensive section aims to provide a broad and descriptive perspective on the concepts of proactive behaviour and the research landscape. It examines areas including mental health, emotional management, disadvantaged employees, gender and queer based perspectives, and changes and conflict. It will be of great interest to academics and students of management and strategy, sustainability, digital business, workplace mental health, diversity and inclusion.

Proactive Personality and Behavior for Individual and Organizational Productivity Andrew J DuBrin,2013-12-27 This comprehensive book describes how proactive behavior, driven by a proactive personality, contributes to individual and organizational productivity. A consolidation of available research on the nature of proactivity in the workplace, this book explo

Human Resource Management Pat Sheridan,2007 Aimed at employers - owners, directors and managers - in companies that have no formal Human Resource (HR) or Personnel Department. This book reflects important best practice approaches that contribute to the development of a modern proactive employer/employee relationship. It provides opportunities for employers and employees to resolve issues.

From Hello to Goodbye Christine V. Walters,2011 Evaluating an entire employment relationship in reverse--from departure through hire--this unique manual informs and guides HR professionals and managers in establishing and developing a good rapport with employees. Highlighting the various ways in which a business relationship can end, this valuable reference provides proactive and practical tips as well as real-life examples and case studies that will aid HR professionals increase retention and help avoid litigation. Topics include managing disability and leave issues, properly classifying workers, and maintaining an inclusive workplace.

Left of Boom Phillip Wilson,2014-11-01 Do you spend your days fighting one employee relations fire after another? It may seem like job security, but it is stressful and unproductive. The U.S. Army discovered in Afghanistan and Iraq that jumping from one fire to the next isn't just unproductive, it costs lives. Instead of reacting to boom events the Army learned that proactively working Left of Boom prevented tragedies and saved lives. This book

provides a practical how-to guide to implement these important lessons in your company. The results will astound you.

Empowering Employee Proactive Behaviour Volume II Fahri Özsungur, Fevziye Bekar, 2024-04-02 Proactive employee behaviour can mean the attempt to improve existing conditions in the workplace or create new ones, and actions to change one's work environment, interpersonal relationships and socialisation behaviour instead of passively adapting to it. This book explores the role of proactive behaviour in employer/employee relations and in the wider context of the organization and society. Proactive performance is examined in many different subjects such as proactive cooperation, proactive motivation, and career and unit-oriented proactive behaviour in the literature. This book, the second of two volumes, examines proactive behaviour at the organizational level and in light of the current challenges and upheavals being faced by employees around the world. It will be of great interest to academics and students of management and strategy, sustainability, digital business, workplace mental health, diversity and inclusion.

Ask a Manager Alison Green, 2018-05-01 From the creator of the popular website Ask a Manager and New York's work-advice columnist comes a witty, practical guide to 200 difficult professional conversations—featuring all-new advice! There's a reason Alison Green has been called “the Dear Abby of the work world.” Ten years as a workplace-advice columnist have taught her that people avoid awkward conversations in the office because they simply don't know what to say. Thankfully, Green does—and in this incredibly helpful book, she tackles the tough discussions you may need to have during your career. You'll learn what to say when • coworkers push their work on you—then take credit for it • you accidentally trash-talk someone in an email then hit “reply all” • you're being micromanaged—or not being managed at all • you catch a colleague in a lie • your boss seems unhappy with your work • your cubemate's loud speakerphone is making you homicidal • you got drunk at the holiday party Praise for Ask a Manager “A must-read for anyone who works . . . [Alison Green's] advice boils down to the idea that you should be professional (even when others are not) and that communicating in a straightforward manner with candor and kindness will get you far, no matter where you work.”—Booklist (starred review) “The author's friendly, warm, no-nonsense writing is a pleasure to read, and her advice can be widely applied to relationships in all areas of readers' lives. Ideal for anyone new to the job market or new to management, or anyone hoping to improve their work experience.”—Library Journal (starred review) “I am a huge fan of Alison Green's Ask a Manager column. This book is even better. It teaches us how to deal with many of the most vexing big and little problems in our workplaces—and to do so with grace, confidence, and a sense of humor.”—Robert Sutton, Stanford professor and author of The No

Asshole Rule and The Asshole Survival Guide “Ask a Manager is the ultimate playbook for navigating the traditional workforce in a diplomatic but firm way.”—Erin Lowry, author of Broke Millennial: Stop Scraping By and Get Your Financial Life Together

The Power of Proactive Recruiting Henry Glickel, 2014-12-29 This book is a step by step tutorial taking you through the hiring process. This book is a map through that jungle of a world out there we call hiring, with some recipes for some great snacks along the way. Not only will you be able to find your way through the maze, but you will be satisfied when you're at your journey's end. Henry takes you through that process, step by step, and shows you the way with solid examples and illustrations, making each chapter very clear in terms of what must be done, the order in which it should be done and even consequences when we don't follow the road map (or the recipe for that snack along the way). -From the Foreword by John Sacerdote, President National Association of Personnel Services

Proof Positive Walter Orechwa, 2016-10-06 In years past, a company's response to unions was generally defensive, requiring heavy-handed tactics to keep organizers from influencing employees toward a pro-union vote. But in our modern, tech-savvy world, strategies involving labor relations have dramatically changed. Today's businesses are confronted with everchanging rules, laws, and regulations that require up-to-date and positive solutions for their employees. And these companies can't do it alone.

The Proactive Executive Chris Nadherny, 2017-08-12 A nationally respected executive recruiter, Chris Nadherny has conducted more than 700 search assignments for a wide-range of companies, assessed thousands of successful professionals and counseled many whose career paths have been disrupted or stalled. He knows what it takes for professionals to get to the next level, and what holds them back. In writing *The Proactive Executive*, Nadherny has created a highly effective five-step framework for mid-career professionals who want to fulfill their potential. Packed with actionable guidance, real-world stories and insider knowledge, *The Proactive Executive* explains how to build key skills, assess job opportunities, develop self-awareness, and obtain a position of senior-level responsibility.

Employee Law: A Practical Guide Haywood Rod, 1753

5 Necessary Skills Richard S. Pearson, 2009 Whether you're searching for a new job or trying to hang on to the one you have, *5 Necessary Skills* will give you the advantages you need. You'll learn: How to be proactive? How to be cognizant of and recognize what's going on in your company? How

the importance of networking?Çó the importance of finding a mentor?Çó and how to deal with bad bosses.Those people who exhibit the 5 Necessary Skills are the ones who will get and hold onto the best jobs-and you could be one of them.Does the prospective boss accept criticism or blame when the going gets tough? Bewary of people who constantly dish out criticism but cant take a healthy dose themselves.-Guy Kawasaki, Author, Co-Founder of Alltop.com (<http://career.alltop.com>)

The Future of the Public's Health in the 21st Century Institute of Medicine,Board on Health Promotion and Disease Prevention,Committee on Assuring the Health of the Public in the 21st Century,2003-02-01 The anthrax incidents following the 9/11 terrorist attacks put the spotlight on the nation's public health agencies, placing it under an unprecedented scrutiny that added new dimensions to the complex issues considered in this report. The Future of the Public's Health in the 21st Century reaffirms the vision of Healthy People 2010, and outlines a systems approach to assuring the nation's health in practice, research, and policy. This approach focuses on joining the unique resources and perspectives of diverse sectors and entities and challenges these groups to work in a concerted, strategic way to promote and protect the public's health. Focusing on diverse partnerships as the framework for public health, the book discusses: The need for a shift from an individual to a population-based approach in practice, research, policy, and community engagement. The status of the governmental public health infrastructure and what needs to be improved, including its interface with the health care delivery system. The roles nongovernment actors, such as academia, business, local communities and the media can play in creating a healthy nation. Providing an accessible analysis, this book will be important to public health policy-makers and practitioners, business and community leaders, health advocates, educators and journalists.

Compensating Your Employees Fairly Stephanie R. Thomas,2013-10-05 Compensation fairness is a universal preoccupation in today's workplace, from whispers around the water cooler to kabuki in the C-suite. Gender discrimination takes center stage in discussions of internal pay equity, but many other protected characteristics may be invoked as grounds for alleging discrimination: age, race, disability, physical appearance, and more. This broad range of vulnerability to discrimination charges is often neglected in corporate assessments of how well compensation systems comply with the law and satisfy employee norms of fairness. Blind spots in general equity constitute a serious threat to organizational performance and risk management. In *Compensating Your Employees Fairly*, a respected practitioner and consultant lays out in practical terms everything you need to know to protect your

company along the full spectrum of internal pay equity issues, including all the technical methods you need to optimize compliance and minimize risk. *Compensating Your Employees Fairly* is a timely survey and comprehensive handbook for compensation specialists, HR professionals, EEO compliance officers, and in-house counsel. It provides all the information you need to ensure that compensation systems are equitable, auditable, internally consistent, and externally compliant with equal employment opportunity laws and regulations. The author presents technical information—both legal and statistical—in common-sense terms. Her non-technical breakdown of complex statistical concepts distills just as much as practitioners need to know in order to effectively deploy and interpret the standard applications of statistical analysis to internal pay equity. The focus throughout the book is on real-world application, current examples, and up-to-the-minute information on recent and pending wrinkles in the evolving legal landscape. Readers of *Compensating Your Employees Fairly* will learn:

- Why internal equity in compensation matters
- How to detect intentional and non-intentional discrimination in compensation
- The basics of statistical inference and multiple regression analysis
- The essentials of data availability, measurability, and collection
- The criteria for assessing compensation systems for internal equity
- How to investigate potential problems and react to formal complaints and actions
- How to avoid litigation and put in place ongoing measures for proactive self-auditing

The Employer Bill of Rights Jonathan T. Hyman, 2013-01-26 Any employee can sue any employer at any time, and for just about any reason. There is no such thing as a bulletproof personnel decision. It's no wonder businesses fear lawsuits from employees—they are costly in terms of time, money, and distraction. But fear not. *The Employer Bill of Rights: A Manager's Guide to Workplace Law* is a practical handbook designed to help managers and business owners navigate the ever-changing maze of labor and employment laws, rules, and regulations. Following its practical guidelines will help you deter most lawsuits and place you in the best possible position to defend those that ultimately are filed. Your expert guide, employment attorney Jonathan T. Hyman, shows you how to assert your rights to protect your investment in people, operations, facilities, and other assets—all with any eye to maintaining a more productive, harmonious, and profitable workplace. In addition, *The Employer Bill of Rights* explains in practical and plain language the key legal issues that managers face on a daily basis in managing their employees. Describes how to make personnel decisions that will help you avoid costly litigation. Explains the who, what, why, when, where, and how of each of the major federal employment discrimination acts. Tackles cutting-edge human resources issues such as wage-and-hour disputes and managing social media in the workplace. Shows how to hire and fire employee

without the fear of an expensive discrimination lawsuit. Describes how to control your operations by implementing legal policies and procedures related to plant shut downs, employee scheduling, work rules, and the maintenance of confidential, critical information. Proposes recordkeeping practices designed to support your decisions. Shows why you should follow the Golden Rule in all personnel matters with your employees. No personnel decision or policy is litigation-proof, but *The Employer Bill of Rights: A Manager's Guide to Workplace Law* will help you make informed decisions to hedge against and avoid the biggest blunders and errors that too often result in expensive and time-consuming lawsuits.

The Great Workplace Michael J. Burchell, Jennifer Robin, 2010-11-23 Gold Medal Winner, Human Resources and Employee Training, 2012 Axiom Business Book Awards Trust, *Pride and Camaraderie*—transform your company into a Great Place to Work The Great Place to Work Institute develops the annual ranking of the Fortune 100 Best Companies to Work For. In this book, the authors explore the model of a Great Place to Work For—one which fosters employee trust, pride in what they do, and enjoyment in the people they work with. They answer the fundamental question, What is the business value of creating a great workplace? and brings the definition of a Great Place to work alive with anecdotes, best practices, and quotes from employees working at the best workplaces in the U.S. Reveals the essential ingredients in and the trends of the best places to work Explores Great Place to Work model developed in 1984 and validated through its enduring resonance in both the United States and in over 40 countries around the world Written by Michael Burchell and Jennifer Robin two Great Place to Work Institute Insiders If your organization is struggling with the challenges of leveraging human capital, discover why some companies have what it takes to be great.

The Proactive Professional Chrissy Scivicque, 2016-09-30 In business, the advice to be proactive is repeated like a sacred mantra. And yet, no one ever bothers to explain exactly what that means or how to do it...until now. *The Proactive Professional* reveals all the missing pieces of the proactivity puzzle and offers a step-by-step actionable framework for becoming proactive at work and in life. In these pages, you will discover: The 6 essential cognitive and behavioral skills that define The Proactivity Skillset. Simple proactivity principles and practices you can implement immediately to feel more in control of your work How to take responsibility for your actions and outcomes and set yourself up for success—no matter what comes your way. If you're tired of always feeling two-steps behind, perpetually out-of-sync and overwhelmed...it's time to get proactive. Take action today for a better tomorrow and unlock your potential with the power of proactivity!

HBR Guide to Managing Strategic Initiatives Harvard Business Review,2020-02-11 This big initiative could make or break this fiscal year--or your career. Managing a successful strategic initiative may be the key to transforming your company--and propelling your career forward. Yet running a cross-functional team on a high-profile project can present a multitude of challenges and risks, causing even the most experienced manager to struggle. The HBR Guide to Managing Strategic Initiatives provides practical tips and advice to help you manage all the stages of an initiative's life cycle, from buy-in to launch to scaling up. You'll learn how to: Win--and keep--support for your new initiative Move rapidly from approval to implementation Assemble transformative, high-performing initiative teams Maintain the confidence of sponsors and stakeholders Stay on schedule and within budget Avoid initiative overload by killing projects that aren't meeting business needs Keep multiple initiatives in strategic alignment Arm yourself with the advice you need to succeed on the job, from a source you trust. Packed with how-to essentials from leading experts, the HBR Guides provide smart answers to your most pressing work challenges.

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Theproactiveemployer Introduction

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