

Employee

Scott Carbonara

The Enthusiastic Employee David Sirota, Louis A. Mischkind, Michael Irwin Meltzer, 2005-01-01 Enthusiastic employees outproduce and outperform. They step up to do the impossible. They rally each other in tough times. Most people are enthusiastic when they're hired: hopeful, ready to work hard, eager to contribute. What happens to dampen their enthusiasm? Management, that's what.

Employee Engagement For Dummies Bob Kelleher, 2013-12-24 The easy way to boost employee engagement Today more than ever, companies and leaders need a road map to help them boost employee engagement levels. Employee Engagement For Dummies helps employers implement the necessary plans to create and sustain an engaging culture, allowing them to attract and retain the best people while boosting their productivity and creativity. Employee Engagement For Dummies helps you foster employee engagement, a concept that furthers an organization's interests through ensuring that employees remain involved in, committed to, and fulfilled by their work. It covers: practical steps to boost employee engagement with your company or team; how to engage different generations of employees; the keys to reduce voluntary employee turnover; practical tools to help retain and engage your employees; processes that will boost employee retention and productivity; hiring the best fits from the start; and much more. Helps you recognize and understand the impact of positive employee engagement Helps you attract and retain the best employees Employee Engagement For Dummies is for business leaders at all levels who are looking to better engage their employees and increase morale and productivity.

The Complete Guide to Employee Stock Options Frederick D. Lipman, 2001 Numerous private and public companies offer stock option plans every year to motivate, retain, and reward employees. But implementing the right stock option plan can be a complex and daunting undertaking, without the proper guidance. The Complete Guide to Employee Stock Options unravels the mystery of creating a meaningful equity compensation plan for employees that is favorable for the business. Author and attorney Frederick D. Lipman describes in complete detail the legal, operational, and motivational aspects of developing a stock option program, whether it's for the new start-up looking to attract top talent or the venerable company looking for ways to reward its best performing employees. Readers will discover how to: * Understand the pros and cons of different option plans* Implement the right plan to meet the company's future plans* Motivate key employees with equity compensation* Minimize the risk of losing equity in a volatile market* And much more This book also includes useful information for employees who want to understand what their stock options mean and how to maximize their profitability. Complete wi

Dealing With Problem Employees Amy Delpo, Lisa Guerin, 2021-09-28 This book tells business owners, managers, and supervisors everything they need to know about how to identify difficult employees, how to manage them during the employment relationship, and how to terminate them in a way that reduces the company's legal risk of a wrongful termination lawsuit. It will give them the confidence to deal with problem employees directly and make the tough decision to terminate when it's clear that the situation isn't improving.

I'm Feeling Lucky Douglas Edwards, 2011-07-12 A marketing director's story of working at a startup called Google in the early days of the tech boom: "Vivid inside stories . . . Engrossing" (Ken Auletta). Douglas Edwards wasn't an engineer or a twentysomething fresh out of school when he received a job offer from a small but growing search engine company at the tail end of the 1990s. But founders Larry Page and Sergey Brin needed staff to develop the brand identity of their brainchild, and Edwards fit the bill with his journalistic background at the San Jose Mercury News, the newspaper of Silicon Valley. It was a change of pace for Edwards, to say the least, and put him in a unique position to interact with and observe the staff as Google began its rocket ride to the top. In entertaining, self-deprecating style, he tells his story of participating in this moment of business and technology history, giving readers a chance to fully experience the bizarre mix of camaraderie and competition at this phenomenal company. Edwards, Google's first director of marketing and brand management, describes the idiosyncratic Page and Brin, the evolution of the famously nonhierarchical structure in which every employee finds a problem to tackle and works independently, the races to develop and implement each new feature, and the many ideas that never came to pass. I'm Feeling Lucky reveals what it's like to be "indeed lucky, sort of an accidental millionaire, a reluctant bystander in a sea of computer geniuses who changed the world. This is a rare look at what happened inside the building of the most important company of our time" (Seth Godin, author of Linchpin). "An affectionate, compulsively readable recounting of the early years (1999-2005) of Google . . . This lively, thoughtful business memoir is more entertaining than it really has any right to be, and should be required reading for startup aficionados." —Publishers Weekly, starred review "Edwards recounts Google's stumbles and rise with verve and humor and a generosity of spirit. He kept me turning the pages of this engrossing tale." —Ken Auletta, author of Greed and Glory on Wall Street "Funny, revealing, and instructive, with an insider's perspective I hadn't seen anywhere before. I thought I had followed the Google story closely, but I realized how much I'd missed after reading—and enjoying—this book." —James Fallows, author of China Airborne

Manager's Guide to Employee Engagement Scott Carbonara, 2012-10-05 USE THE POWER OF EMPLOYEE ENGAGEMENT TO IGNITE PASSION, PURPOSE, AND PRODUCTIVITY IN EVERY MEMBER OF YOUR STAFF Successful managers understand that their job is to help employees do their best work, not simply give orders. The Manager's Guide to Employee Engagement shows leaders at all levels how to build relationships that support collaboration and drive meaningful performance improvement. Learn how to: Foster loyalty, trust, and commitment in all your employees Create a culture of positive thinking Empower employees to act as internal entrepreneurs Align employee and organizational values and goals Become the best boss ever--without losing sight of business goals Learn how to make your employees engaged and successful--and facilitate your own success at the same time. Briefcase Books, written specifically for today's busy manager, feature eye-catching icons, checklists, and sidebars to guide managers step-by-step through everyday workplace situations. Look for these innovative design features to help you navigate through each page: Clear definitions of key terms and concepts Tactics and strategies for engaging employees Tips for executing the tactics in the book Practical advice for minimizing the possibility of error Warning signs for when things are about to go wrong Examples of successful engagement tactics Specific planning procedures, tactics, and hands-on techniques

Intrinsic Motivation at Work Kenneth W. Thomas, 2009-04-13 This breakthrough book provides a comprehensive discussion of intrinsic motivation in the workplace--the psychological rewards workers get directly from the work itself.

The Great Employee Handbook Quint Studer, 2012 will update

The Employee Experience Advantage Jacob Morgan, 2017-03-01 Research Shows Organizations That Focus on Employee Experience Far Outperform Those That Don't Recently a new type of organization has emerged, one that focuses on employee experiences as a way to drive innovation, increase customer satisfaction, find and hire the best people, make work more engaging, and improve overall performance. The Employee Experience Advantage is the first book of its kind to tackle this emerging topic that is becoming the #1 priority for business leaders around the world. Although everyone talks about employee experience nobody has really been able to explain concretely what it is and how to go about designing for it...until now. How can organizations truly create a place where employees want to show up to work versus need to show up to work? For decades the business world has focused on measuring employee engagement meanwhile global engagement scores remain at an all time low despite all the surveys and institutes that been springing up tackle this problem. Clearly something is not working. Employee engagement has become the short-term adrenaline shot that organizations turn to when they need to increase their engagement scores. Instead, we have to focus on designing employee experiences which is the long term organizational design that leads to engaged employees. This is the only long-term solution. Organizations have been stuck focusing on the cause instead of the effect. The cause is employee experience; the effect is an engaged workforce. Backed by an extensive research project that looked at over 150 studies and articles, featured extensive interviews with over 150 executives, and analyzed over 250 global organizations, this book clearly breaks down the three environments that make up every single employee experience at every organization around the world and how to design for them. These are the cultural, technological, and physical environments. This book explores the attributes that organizations need to focus on in each one of these environments to create COOL spaces, ACE technology, and a CELEBRATED culture. Featuring exclusive case studies, unique frameworks, and never before seen research, The Employee Experience Advantage guides readers on a journey of creating a place where people actually want to show up to work. Readers will learn: The trends shaping employee experience How to evaluate their own employee experience using the Employee Experience Score What the world's leading organizations are doing around employee experience How to

design for technology, culture, and physical spaces The role people analytics place in employee experience Frameworks for how to actually create employee experiences The role of the gig economy The future of employee experience Nine types of organizations that focus on employee experience And much more! There is no question that engaged employees perform better, aspire higher, and achieve more, but you can't create employee engagement without designing employee experiences first. It's time to rethink your strategy and implement a real-world framework that focuses on how to create an organization where people want to show up to work. The Employee Experience Advantage shows you how to do just that.

Employees First, Customers Second Vineet Nayar,2010 Imagine a management philosophy based not upon serving a company's customers, but on serving the company's employees. Vineet Nayar, CEO of HCL Technologies in India, has put such a philosophy into practice with remarkable results. His employee first, customer second mantra has been recognized globally as an example of organizational innovation, and was deemed a new and radical management philosophy ripe for the picking in the Western world by Business Week. In this book, Nayar himself describes his blunt refusal to treat the flesh and blood of HCL--its people--as human resource or as intellectual capital or even as an asset like all its other assets--and how his unique perspective led to an holistic transformation of his organization. By putting employees on top of the organizational pyramid, he argues, your company can fully realize the value created in the interface between customers and employees. This book leads managers and executives through the five core aspects of Nayar's approach, demonstrating how to create a sense of urgency, overhaul incentives and reporting structures, foster transparency in communications and feedback, provide platforms for achievement and personal growth, and finally recognize the potential of every individual in the organization. The Employee First philosophy should be the fulcrum of the transformation journey of any organization.

Employee Benefits Desk Encyclopedia Michael G. Kushner, Virginia L. Briggs, Michael J. Schinabeck, 1996 This encyclopedic research tool supplements its explanations with references to the key sources that will make your strategy-setting easier. Definitions are thoroughly annotated, with more than 400 entries relating to: -tax-qualified/nonqualified retirement and deferred compensation arrangements - welfare benefit plans - insurance, securities, and trust law This is an expanded Second Edition of the resource previously published as Employee Benefits Dictionary.

High-Maintenance Employees Katherine Graham Leviss, 2005-11-01 Every day, managers find themselves wondering what to do about Joe. That is, Joe is a brilliant employee, a visionary. But no one can work with him because he's so unapproachable. What do they do? High-Maintenance Employees is the first book to give managers detailed guidance on how to get the best out of high-maintenance high-performers--visionary employees who are difficult to keep on track. Kathi Graham-Leviss has spent the last 20 years coaching companies on how to improve their results, and realized that the No. 1 problem facing companies was how to manage these essential employees. High-Maintenance Employees takes the reader on a step-by-step process that includes: --Identifying and appreciating high-maintenance high-performers --Understanding their behavior --Creating the best work environment --Rewarding and leading high-maintenance high-performers --Integrating them into teams By following these steps, managers will learn how to maximize their employees' performance, and thereby maximize their business.

Engaged Linda Holbeche, Geoffrey Matthews, 2012-09-06 A non-biased, grounded, and practical approach to employee engagement For managers and business leaders who want to enhance performance, this easy-to-use guide to employee management offers real solutions for getting workers engaged and increasing productivity. It explains what employee engagement is, why it matters, what the benefits of it are, what helps and hinders it, how to measure it, how to put theory into action when trying to create it. As an added benefit, it offers plenty of advice on how managers can keep themselves engaged, even during the toughest of times.

Downsizing Issues Bonita J. Manson, 2014-01-14 This book examines the impact of downsizing on employee morale and productivity. Downsizing, due to economic changes, has played an integral part in business, the public sector, and schools. No longer are companies inclined to maintain the status quo for the sake of employee loyalty. Downsizing has have resulted in the lives and careers of employees being destroyed. The purpose of this study was to provide insight on the perception of the work environment in light of downsizing in the states of California and Illinois Cooperative Extension. The primary role of Extension is to plan pertinent programs that are effective in meeting the educational needs of the community in agriculture, family and consumer studies, and youth development. This study focuses on how to maintain professional competencies with less staff. Data was provided by the Manson's Workplace Environment Analysis Inventory, and original instrument, to secure reactions of employees in a downsized environment, specifically on morale, survivor job security, and trust. The findings suggested that even though there were discrepancies between the employees' and management's perceptions of morale and survivors job security, they did share similar perceptions on trust in the workplace. The results of this study can be used in designing leadership training programs for community based organizations and others faced with downsizing.

Administration of the Employee Retirement Income Security Act United States. Labor-Management Service Administration. Office of Employee Benefits Security,

The Three Signs of a Miserable Job Patrick M. Lencioni, 2010-06-03 A bestselling author and business guru tells how to improve your job satisfaction and performance. In his sixth fable, bestselling author Patrick Lencioni takes on a topic that almost everyone can relate to: the causes of a miserable job. Millions of workers, even those who have carefully chosen careers based on true passions and interests, dread going to work, suffering each day as they trudge to jobs that make them cynical, weary, and frustrated. It is a simple fact of business life that any job, from investment banker to dishwasher, can become miserable. Through the story of a CEO turned pizzeria manager, Lencioni reveals the three elements that make work miserable -- irrelevance, immeasurability, and anonymity -- and gives managers and their employees the keys to make any job more fulfilling. As with all of Lencioni's books, this one is filled with actionable advice you can put into effect immediately. In addition to the fable, the book includes a detailed model examining the three signs of job misery and how they can be remedied. It covers the benefits of managing for job fulfillment within organizations -- increased productivity, greater retention, and competitive advantage -- and offers examples of how managers can use the applications in the book to deal with specific jobs and situations. Patrick Lencioni (San Francisco, CA) is President of The Table Group, a management consulting firm specializing in executive team development and organizational health. As a consultant and keynote speaker, he has worked with thousands of senior executives and executive teams in organizations ranging from Fortune 500 companies to high-tech startups to universities and nonprofits. His clients include AT&T, Bechtel, Boeing, Cisco, Sam's Club, Microsoft, Mitsubishi, Allstate, Visa, FedEx, New York Life, Sprint, Novell, Sybase, The Make-A-Wish Foundation, and the U.S. Military Academy at West Point. Lencioni is the author of six bestselling books, including The Five Dysfunctions of a Team. He previously worked for Oracle, Sybase, and the management consulting firm Bain & Company.

Risky Business William Winston, Lynne F McClure, 2014-06-03 Risky Business tells in plain language the specific behaviors that indicate an employee has the potential to become violent, and it tells managers what to do--and what not to do--to prevent workplace violence. Author Lynne Falkin McClure describes in clear detail the eight major categories of behavioral clues to violence and includes anecdotes from work settings to help managers and others identify potentially violent employees. Most importantly, she emphasizes the precautions and steps managers must take when they see these "clues" in an employee's behavior and how to create and maintain a work environment that is likely to protect everyone. Including the hiring--appraisal--training process, Risky Business focuses on system-wide, ongoing prevention steps organizations can take to protect everyone in the workplace. The book points out for readers informal organizational 'policies' that unwittingly encourage potentially dangerous behaviors in employees and then offers alternative 'policies' that create and maintain a safer environment. Managers, members of personnel, and public relations representatives learn how to deal effectively with the fears of workers and customers should a violent event occur that affects the company's morale and image. However, readers are certain to gain the skills and foresight necessary to avert disaster before it strikes. Lynne Falkin McClure, PhD, is a management consultant, workshop designer/facilitator, and public speaker in Tempe, Arizona. President of McClure Associates Management Consultants, Inc., since 1980, she specializes in work relationships and conducts inhouse workshops for corporations and government agencies. Through The McClure Institute in Tempe, she offers intensive 5--day courses for executives, directors, and managers, as well as for EAP specialists and mental health professionals, on how to identify and prevent potential workplace violence. Dr. McClure has been a guest on several national shows, including appearances on "Maury Povich," "Between the Lines" (Associated Press Broadcast News), "Good Day Atlanta," "Market Talk" (KWHY-TV,

America’s first all-financial station), and “Wireless Flash” (San Diego).

Managing Employee Benefits Iris Goldfein,Melinda Lopes,1990

Widgets: The 12 New Rules for Managing Your Employees as if They're Real People Rodd Wagner,2015-04-14 New York Times bestselling author Rodd Wagner tackles one of the most destructive problems facing organizations today--the breakdown of the relationship between employees and the organizations they work for Your people are not your greatest asset. They're not yours, and they're not assets. With this declaration, one of the leading authorities on employee performance rolls up his sleeves against the weasel words, contradictions, bad habits, and intrusions that reduce people to human resources. To FTEs. To human capital. To flesh-and-blood widgets. Armed with empirical evidence from the provocative studies he leads around the globe, Wagner guides you through the new realities of what it takes to get the highest levels of intensity from people in a more mercenary, skeptical, and wired work world. He explains how elements such as individualization, fearlessness, transparency, recognition, and coolness are reciprocated with loyalty, productivity, innovation, and--inescapably--corporate reputation.

Taking Care of the People Who Matter Most Sybil Stershic,2007-10-01

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Employee Introduction

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