

A photograph of two women in a greenhouse. The woman on the left is older, with short dark hair, wearing a black top and a patterned apron. The woman on the right is younger, with long dark hair and glasses, wearing a light blue shirt and a grey apron. They are both smiling and looking at a tablet held by the younger woman. The background is filled with various green plants in pots and hanging baskets.

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Jean Phillips



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Retaining Valued Employees Rodger W. Griffeth, Peter W. Hom, 2001-02-13 How do you keep valuable employees from leaving With employee turnover at a ten year high in the tightest labor market in recent memory human resource professionals face this challenge daily This book briefly summarizes the current research in the area of employee turnover and provides practical guidelines to implement proven strategies for reducing unwanted turnover Topics covered include differentiating between functional and dysfunctional turnover job enrichment employee selection orientation programs compensation practices easing conflicts between work and home social integration and managing exiting employees Separate chapters are devoted to using employee surveys to predict turnover and diagnose turnover causes and reducing turnover among special groups minorities and women Hands on interventions are described and illustrated with cases drawn from companies who have been successful in retaining personnel The appendix includes two sample employee surveys Human resource professionals trainers consultants students and researchers will find this a timely and helpful resource

Retaining Valued Employees Rodger W. Griffeth, Peter W. Hom, 2001-02-13 Retaining Valued Employees briefly summarizes the current research in the area of employee turnover and provides practical guidelines to implement proven strategies for reducing unwanted turnover Retaining Top Employees J. Leslie McKeown, 2002-07-22 Now translated into 12 languages This reader friendly icon rich series is must reading for managers at every level All managers whether brand new to their positions or well established in the corporate hierarchy can use a little brushing up now and then The skills based Briefcase Books series is filled with ideas and strategies to help managers become more capable efficient effective and valuable to their corporations State of the art techniques and technologies are fine but only those companies that recognize and hold on to their top performing employees will thrive in a tough competitive environment Retaining Top Employees focuses on specific actions to make retention a top priority From innovative recruitment and compensation policies to making effective use of exit interviews it outlines a complete program for becoming the employer of choice and is today's most in depth exploration of this increasingly essential topic **Keeping Your Valuable Employees** Suzanne Dibble, 1999-09-23

The Essential Guide to the Most Crucial Challenge Facing Twenty First Century Human Resources Management This book offers a practical realistic approach to keeping the best employees It draws on good theory and offers excellent advice Dave Ulrich Professor of Business University of Michigan and coauthor of Organizational Capability Business owners who agonize over attracting and retaining employees will find a wealth of information Suzanne understands how to apply today's best ideas in human resources management to businesses large and small E Jill Pollock President Pollock Consulting Group Inc and Chair Small Business Association of Michigan A two year Gallup study found that companies with a positive workforce reported higher profits productivity and lower turnover Every organization would like these results Suzanne shares her human resources experience and provides hands on tools for retaining those people who are key to an organization's success

It is an easy to read practical guide for working with today's and tomorrow's employees Hunter A Pickens President The Pickens Group Ltd **Utilizing Employee Retention Strategies in Retaining Valuable Workforce Employees** Tracey Marie Rosenow, 2001 Retaining Employees Harvard Business Review, 2010-09-09 What can you as a manager do to attract top talent and keep your company's high performing employees In Retaining Employees you'll learn ways to stay competitive in the war for talent by using creative and effective retention strategies including Managing or removing common obstacles to retention such as burnout and work life imbalance Developing programs to better meet employees diverse needs and interests Hiring the right employees in order to improve retention Keeping Talent Booz, Allen & Hamilton, Partnership for Public Service, 2011 *Managing Employee Retention* Jack J. Phillips, Adele O. Connell, 2004-02-18 During the past decade employee turnover has become a very serious problem for organizations Managing retention and keeping the turnover rate below target and industry norms is one of the most challenging issues facing business All indications point toward the issue compounding in the future and even as economic times change turnover will continue to be an important issue for most job groups Yet despite these facts employee turnover continues to be the most unappreciated and undervalued issue facing business leaders There are a variety of reasons for this for example the true cost of employee turnover is often underestimated The causes of turnover are not adequately identified and solutions are often not matched with the causes so they fail Preventive measures are either not in place or do not target the issues properly and therefore have little or no effect and a method for measuring progress and identifying a monetary value ROI on retention does not exist in most organizations Managing Employee Retention is a practical guide for managers to retain their talented employees It shows how to manage and monitor turnover and how to develop the ROI of keeping your talent using innovative retention programs The book presents a logical process of managing retention from identifying turnover costs and causes designing solutions that match the causes of turnover developing tools for tracking turnover and placing alerts when action is needed and measuring the ROI of retention programs *Career Mechanics* Thomas W. Morris (III.), 2006 **Rethinking Retention in Good Times and Bad** Richard P. Finnegan, 2011-01-11 Keep the workers you want in good times and bad How do organizations keep the workers they want Until now employee retention strategies have been based on instincts rather than research With no firm body of knowledge to use as a guide employee turnover has been a problem for all organizations Rethinking Retention in Good Times and Bad is the first book to offer a top to bottom organization wide retention action plan Many organizations lose employees and profits because they don't know which processes to put into place to cut employee turnover They speak of building retention cultures but don't know who should do what and when This hands on tactical guide gives those answers providing specific strategies and tactics backed by the author's own research and on site experience Rethinking Retention in Good Times and Bad is essential reading for all types of organizations large or small public or private with high concentrations of low skilled or high skilled workers and across multiple industries If you are losing workers you

want to keep in good economic times and bad this book will tell you how to put retention solutions in place across your company

The Nonprofit Manager's Resource Directory Ronald A. Landskroner, 2002-04-30 A newly revised and updated edition of the ultimate resource for nonprofit managers If you re a nonprofit manager you probably spend a good deal of your time tracking down hard to find answers to complicated questions The Nonprofit Manager s Resource Directory Second Edition provides instant answers to all your questions concerning nonprofit oriented product and service providers Internet sites funding sources publications support and advocacy groups and much more If you need help finding volunteers understanding new legislation or writing grant proposals help has arrived This new updated edition features expanded coverage of important issues and even more answers to all your nonprofit questions Revised to keep vital information up to the minute The Nonprofit Manager s Resource Directory Second Edition Contains more than 2 000 detailed listings of both nonprofit and for profit resources products and services Supplies complete details on everything from assistance and support groups to software vendors and Internet servers management consultants to list marketers Provides information on all kinds of free and low cost products available to nonprofits Features an entirely new section on international issues Plus 10 bonus sections available only on CD ROM The Nonprofit Manager s Resource Directory Second Edition has the information you need to keep your nonprofit alive and well in these challenging times Topics include Accountability and Ethics Assessment and Evaluation Financial Management General Management Governance Human Resource Management Information Technology International Third Sector Leadership Legal Issues Marketing and Communications Nonprofit Sector Overview Organizational Dynamics and Design Philanthropy Professional Development Resource Development Social Entrepreneurship Strategic Planning Volunteerism

Employee Retention and Turnover Peter W. Hom, David G. Allen, Rodger W. Griffeth, 2019-08-28 This exploration of what employee turnover is why it happens and what it means for companies and employees draws together contemporary and classic theories and research to present a well rounded perspective on employee retention and turnover The book uses models such as job embeddedness theory proximal withdrawal states and context emergent turnover theory as well as highlights cultural differences affecting global differences in turnover Employee Retention and Turnover contextualises the issue of turnover its causes and its consequences before discussing underrepresented antecedents of turnover key aspects of retention and methods for regulating turnover and future research directions Ideal for both academics and advanced students of industrial organizational psychology Employee Retention and Turnover is essential for understanding the past present and future of turnover and related research

Strategic Staffing Jean Phillips, 2019-01-15 Formerly published by Chicago Business Press now published by Sage Strategic Staffing 4e prepares all current and future managers to take a strategic and modern approach to the identification attraction selection deployment and retention of talent Organizations increasingly realize that their employees are the key to executing their business strategies and the current competition for talent has made the identification and attraction of high performing

employees essential for companies to succeed in their marketplaces The right employees give their organization a competitive advantage that sets it apart and drives its performance In today s business environment a company s ability to execute its strategy and maintain its competitive edge depends even more on the quality of its employees And the quality of a company s employees is directly affected by the quality of its recruiting and staffing systems Because hiring managers are involved in the staffing process hiring managers and human resources HR professionals need to be familiar with strategic staffing techniques Over the past 10 years advancing technology and the increased application of data analytics have changed the practices of sourcing recruiting and staffing Strategic Staffing 4e is grounded in research communicates practical and modern staffing concepts and the role of staffing in organizational performance and is engaging to read The new edition contains updates to many sections on the roles of technology and analytics and adds more focus to the discussion of ethics that was added to the fourth edition New research findings were also incorporated and many company examples were updated The fifth edition of Strategic Staffing continues to present up to date staffing theories and practices in an interesting engaging and easy to read format Successful Telecommuting Programs in the Public and Private Sectors,1997 *Human Resource Management* Jean M. Phillips,2024-11-20 Formerly published by Chicago Business Press now published by Sage Focusing on knowledge acquisition and skill development Human Resource Management An Applied Approach is designed to prepare future managers and non managers alike to effectively utilize human resource management strategies to advance their own careers while supporting the growth and development of those they manage Author Jean Phillips adopts an applied approach encouraging students to take action and create a lasting impact in the field of HRM that goes beyond theoretical learning The Fourth Edition features new end of chapter exercises company examples throughout the book and a new section called Using This Knowledge at the end of each chapter providing additional support for applying the topics covered Through case studies videos and exercises students will develop their personal skills and gain practical experience in applying various HR concepts enabling them to become better managers and more effective leaders

Emerging Trends in Global Management and Information Technology Dr. Ketaki Sheth,Dr. Rupal N. Patel,Dr. Sanjay K. Radadiya,2019-11-20 This book is a compendium of papers presented in the International Conference on Emerging Global Economic Situation Impact on Trade and Agribusiness in India The book covers thirty four papers covering the emerging trends in global management and information technology This book will be very useful for all those are interested in issues related to global management and information technology **Integrating Work and Family** Jeffrey H. Greenhaus,Saroj Parasuraman,1997-05-30 Despite calls for a renewal of family values and the proliferation of corporate work family programs the goal of achieving a healthy balance between the demands of work and a satisfying family life remains elusive Dr Parasuraman Dr Greenhaus and the contributors to this well balanced and thoughtful volume examine this increasingly prevalent social dilemma from a stakeholder perspective They see work family tensions as a multifaceted social issue and

they examine the nature and consequences of these tensions from the viewpoints of individuals employers consultants counseling professionals and other service providers Their inclusion of legal cultural international and research perspectives and recognition of the unique concerns of vulnerable groups such as nonexempt employees and ethnic minorities add to the breadth of coverage Academics in the social and behavioral sciences executive decision makers in government and business human resource professionals and employed men and women interested in achieving work life balance will find this volume insightful stimulating and useful The editors have arranged their book into five parts and 21 chapters Part I provides a broad overview of the environmental factors impacting work and family It then identifies the critical issues and challenges facing individuals families and employees in managing the complex interdependencies between work and family roles In Part II they provide a view of the issues from the vantage point of specific stakeholders Part III concentrates on the role of culture in shaping ideology policies and practices concerning work and family and the relationships among them Part IV examines the impact of career development programs on employees and their families It also discusses the effectiveness of alternative career tracks various usages of work family benefits by women and men and the roles employers and employees can play in legitimizing alternative career paths Part V concludes the book by examining the cultural barriers to achieving more effective integration of work and family and by analyzing the appropriate role of key stakeholders in addressing work family problems

The Wiley Blackwell Handbook of the Psychology of Recruitment, Selection and Employee Retention Harold W. Goldstein, Elaine D. Pulakos, Jonathan Passmore, Carla Semedo, 2020-04-06 An unmatched collection of resources perfect for psychologists scholars and HR practitioners In The Wiley Blackwell Handbook of the Psychology of Recruitment Selection and Employee Retention an expert team of authors presents a comprehensive and authoritative perspective on critical issues in employee recruitment selection and retention Every chapter offers an in depth review of the most recent literature and provides academics researchers industry practitioners and students with a holistic reference to relevant data and theory The book includes job analyses biodata simulation exercises talent management guides talent assessment guides for leadership development and online employee selection strategies

Public Administration and Organization Theory Tulasi Acharya, Kay Traille, 2025-03-13 The book surveys crucial theories and practices and academic research in the field of public administration and Organizational theory It outlines ground breaking findings and arising from quality research works from the past to the present especially focused on articles that are both timely and contextual Each chapter opens with a theme explains its relevance within the context and presents a critical annotated bibliography of the articles under the theme and provides a thematic conclusion of the chapter This book will be a valuable resource for teachers researchers and students in the field of public administration

Keeping the People who Keep You in Business Leigh Branham, 2000 A war rages in today s workplace pitting company against company in the fight to find and keep good employees The losses are high and battle weary managers are desperate for talented reinforcements This compelling new book gives readers a battle plan for

victory offering 24 strategies for retaining valuable people

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