

7 STRATEGIES FOR MANAGING PROBLEM EMPLOYEES



TRAINING



COACHING MENTOR MOTIVATION SKILL KNOWLEDGE KNOW-HOW LEADERSHIP



Managing The Problem Employee

Glenn Shepard



Managing The Problem Employee:

How to Manage Problem Employees Glenn Shepard, 2010-12-30 There was a time when people were committed to working hard and being productive in the work force Today however some workers have an entitlement mentality and the labor pool includes some people who don't want a job just a paycheck In response to this trend Glenn Shepard has written *How to Manage Problem Employees* This comprehensive book will tell you how to set new hires up for success structure compensation packages to maximize their involvement and work ethic deal with problem areas before they become bad behavior and motivate slow and often unmotivated employees You'll learn the different personality types and how to handle specific manifestations of each including gossiping backstabbing direct confrontation hypochondriacs breaking the chain of command and sarcasm as well as how to terminate employees while staying on solid legal ground

The Complete Idiot's Guide to Dealing with Difficult Employees Robert Bacal, 2000 Provides managers techniques such as intervention and arbitration to maintain a productive working environment despite problem employees and discusses ways employees can effectively communicate with difficult bosses and co workers

Managing the Problem Employee Edward Roseman, 1982 Identifies common employee problems and recommends specific actions to remedy them and restore productivity

Managing the Problem Employee Ray Puffitt, 1994-09-01

Bad Apples Terrence Sember, Brette Sember, 2009-05-18 Unlike other career books this book offers managers a team focused approach to neutralizing a not so pleasant or productive working atmosphere Instead of isolating the one problem employee relevant teams are considered as part of the solution The result Solutions stick and there's less likelihood of the bad apple ruining the bunch Complete with situational advice and case studies taken straight from the trenches this simple and straightforward guide teaches managers how to Calm down combatants Motivate wasters Silence gossips De-arm backstabbers Convince passive aggressives to open up Teach narcissists the importance of the team This book helps managers decide what the right course of action is whether it means chastising negative behavior encouraging positive outlooks separating certain folks creating teams for success giving employees warnings and or firing the ones who are pretty much rotten through and through This book is essential reading for any manager looking to ensure a pleasant productive and fruitful work environment

Managing the Problem Employee Canada. Transport Canada. Management Advisory and Employee Counselling Service, Personnel, 1976

Problem Employee Management Willa M. Bruce, 1990-05-07 Written for human resources managers and executives this book takes a pragmatic approach to a problem all organizations face but is often neglected in management handbooks what to do about the problem employee As the author notes at the outset problem employees constitute from ten to twenty percent of the workforce yet usually require as much as eighty percent of a manager's time This volume provides a practical guide on how to both reduce the numbers of problem employees in an organization and decrease the time required to manage them Bruce calls for a proactive approach toward the problem employee and demonstrates field tested

methodologies for dealing with a variety of problem workplace behaviors Particular emphasis is given to the techniques of Performance Monitoring a technique based on Reality Therapy Bruce also offers an extensive discussion of the advantages and limitations of Employee Assistance Programs and explains in detail legal issues associated with employee discharge for undesirable behavior The author begins by defining the problem employee and offering examples of typical problem employee response patterns She goes on to offer a theoretical explanation of the causes of problem behavior in the workplace and demonstrates why traditional remedies generally do not improve performance Two chapters introduce effective methods for dealing with the problem employee Performance Monitoring is discussed in detail as are methods for dealing with particular types of problem employees such as substance abusers those involved in family crises and employees with health related problems Turning to situations that require outside help Bruce provides a step by step procedure for both establishing an Employee Assistance Program and utilizing an existing one Directions for training supervisors to handle problem employees are provided Because the experience of managing a problem employee can be an extremely difficult one Bruce provides a technique for helping the manager reduce stress understand transition and formulate a personal plan to survive the impact of the problem employee Finally Bruce explains the legal rights of the employee the supervisor and the organization presents relevant court decisions and shows the manager how to work within the law when employee discharge becomes the only option

Managing Difficult People Marilyn Pincus, 2004-10-08 Don't Let Negaholics Rule Your Workplace As a manager you're sandwiched between the pressure of senior executives and the demands of your own staff members The last thing you need is an unruly employee whose chronic negaholic attitude upsets your office applecart and affects the morale of your entire staff Managing Difficult People gives you the tools you need to cope with all kinds of difficult employees From sneaky slackers to resident office tormentors this handy guide cuts to the chase helping you identify and deal with specific personality types such as The Bully The Complainer or Whiner The Procrastinator The Know It All The Silent Type The Social Butterfly The No People Skills Person The Rookie The Overly Sensitive Person and The Manipulator

The Problem Employee: How to Manage the Employees No One Wants to Manage Laura Hills D. a., Laura Hills Da, 2021-01-29 Healthcare executives must keep their problem employees in line and keep turnover to a minimum or fire them without incurring legal consequences Yet it is difficult to know how to bring problem employees back into line and to minimize and contain the damage they do Many healthcare executives find the task to be a challenging time consuming and vexing test of their leadership ability and patience The Problem Employee presents complete clear how to do it strategies for managing problem employees and delves into 17 of the most challenging and diabolical problem employees that healthcare leaders are likely to encounter This is the book healthcare executives will need whether they find themselves supervising a toxic untrustworthy pessimistic burned out lazy overworked cliquish or childish employee or whether they manage a prima donna a drama queen a bully a gossip or even a slob What this book will do for you Provide an at your fingertips ready resource that

you can use today and tomorrow Read individual chapters right away to help you manage your current problem employee But also use this book as a career long on the shelf reference that you can return to again and again as you or one of your direct reports encounter new and different types of problem employees Teach you a tailored approach to managing the most common types of problem employees There is no one size fits all cookie cutter strategy that will work with every problem employee This book takes a deep dive into 17 different types of problem employees You ll learn what s behind each problem employee s unique behavior why a gossip gossips a bully bullies a prima donna is a prima donna and a drama queen is a drama queen Most importantly you ll learn how to tailor your management strategy according to each problem employee s needs Boost your confidence Managing problem employees is a difficult sometimes confusing and often lonely task The Problem Employee will help you to feel more confident because you will know what to do and not do when to do it and how to do it step by step As well each chapter includes a bonus feature that will give you examples of policies helpful tips to share with your employees or lessons about the variations in problem employees that often crop up Teach you how to manage a star performer While we can t classify star performers as problem employees they do require special care and handling This book includes a bonus chapter that addresses the special challenges of managing star performers It also teaches you how to minimize jealousy and resentment from the rest of your healthcare team If you re a healthcare executive or leader who manages even one employee The Problem Employee is for you

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Managing the Problem Employee, 1982 **From Losers to Winners** V. Clayton Sherman, 1987 Managing problem employees is costly legally risky frustrating and essential for every company **Managing the Problem Employee** Canada. Transport Canada. Personnel Planning and Programs. Counselling Testing & Research. Counselling Services, Transport Canada Counselling Services, 1983 *Personnel Supervision (books) 1979-1986* Janet H. Edmonds, 1988 Imported fire ant, 1983-May 1987 Evelyn A. Brownlee, 1987 **Dealing With Problem Employees** Amy Delpo, Lisa Guerin, 2023-12-26 Manage employee problems legally and effectively Every workplace has occasional problems with employees This book is packed with the legal and practical information you need to handle all kinds of issues from small corrective actions to major problems that put your company at risk It provides proven techniques and immediate solutions

Find out how to quickly and legally investigate problems and complaints lay the groundwork for termination handle severances and references prevent discrimination and other types of lawsuits avoid hiring problem employees in the future stop bullying and harassment and create policies for remote employees The 12th edition is completely updated to reflect the latest employment laws in every state It provides sample policies forms and checklists to help you at every step Managing Difficult People Marilyn Pincus,2004-10-08 Managing Difficult People helps readers identify and deal with personality types such as the bully the complainer the know it all the silent type the social butterfly the rookie the manipulator and more

Dealing With Problem Employees Amy Delpo,Lisa Guerin,2021-08-31 Manage employee problems legally and effectively Every workplace has occasional problems with employees This book is packed with the legal and practical information you need to handle all kinds of issues from small corrective actions to major problems that put your company at risk It provides proven techniques and immediate solutions Find out how to quickly and legally investigate problems and complaints lay the groundwork for termination handle severances and references prevent discrimination and other types of lawsuits avoid hiring problem employees in the future stop bullying and harassment and create policies for remote employees The 11th edition is completely updated to reflect the latest employment laws in every state It provides sample policies forms and checklists to help you at every step With Downloadable Forms Download an employee discipline policy performance evaluation form termination checklist more details inside **Retail Store Management Problems** Donald Kirk David,1922

Managing Difficult Employees Joseph Koob,2008 This book is about what YOU as a manager and leader bring to the table It addresses two key questions Is your leadership conducive to a positive work environment with few personnel concerns and when concerns do arise are you prepared to handle them effectively and efficiently The first part of this book focuses on avoiding difficulties through knowledgeable and inspired leadership Part II of this work will demonstrate how to apply your personal strengths and your management and leadership skills to working successfully with difficult personnel concerns and in difficult situations Personnel Management Problems, Hearings Before the Subcommittee on Post Office and Postal Operations Of...84-2, Nov. 13 and Nov. 16, 1957 United States. Congress. House. Post Office and Civil Service,1957

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