



Building High-Performance People and Organizations [3 volumes]: "The New Employer-employee Relationship", "The Eng (Praeger Perspectives)

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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.

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