



Employee Engagement: Tools for Analysis, Practice, and Competitive Advantage (TMEZ - Talent Management Essentials)

By William H. Macey, Benjamin Schneider, Karen M. Barbera, Scott A. Young

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Providing both practical advice, tools, and case examples, *Employee Engagement* translates best practices, ideas, and concepts into concrete and practical steps that will change the level of engagement in any organization.

- Explores the meaning of engagement and how engagement differs significantly from other important yet related concepts like satisfaction and commitment
- Discusses what it means to create a culture of engagement
- Provides a practical presentation deck and talking points managers can use to introduce the concept of engagement in their organization
- Addresses issues of work-life balance, and non-work activities and their relationship to engagement at work

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Editorial Review

Review

"Macey and his colleagues provide a fascinating analysis of engagement -- what it means, why it works, and, most importantly, how to create and maintain an engaged workforce."

–**Fritz Dragow**, University of Illinois at Urbana-Champaign

"*Employee Engagement* walks us through the complexity of this deceptively simple concept and makes concrete the process of translating engagement into hard financial results."

–**Peter Cappelli**, The Wharton School, University of Pennsylvania

"A hugely important topic, handled with just the right mix of scholarly insight and practical experience. This book is a valuable addition to the literature."

–**Jeffery S. Schippmann**, Balfour Beatty Construction

"If you want to increase employee engagement to achieve your organization's strategic objectives this is the book for you. It deconstructs what engagement really means, explains what factors shape it, shows how to diagnose your organization current state and tell you what managerial levers you can use to increase it and consequently raise organizational performance. This book is at once scientifically sound and highly readable."

–**Michael Beer**, Harvard Business School

"No one knows more about Employee Engagement, in all its forms, than do these authors. They give careful, useful and practical advice on using employee opinion surveys to measure and increase employee engagement! "

–**Allen I. Kraut**, Baruch College, C.U.N.Y.

From the Back Cover

"Employee engagement" has been a buzz word in the human resources community for several years, but there remains an urgent need for scientifically-grounded advice for HR consultants and practitioners as to how to measure and increase it. This book fills this gap by defining precisely what "employee engagement" means and identifying its primary drivers. Providing practical advice, tools, and case examples, this book translates best practices, ideas, and concepts into concrete and practical steps that will change the level of engagement in any organization.

About the Author

William H. Macey is CEO of Valtera and has thirty years of experience consulting with organizations to design and implement survey research programs.

Benjamin Schneider is Senior Research Fellow at Valtera and Professor Emeritus of the University of Maryland.

Karen M. Barbera is a Managing Principal at Valtera Corporation, responsible for overseeing the practice group focused on employee engagement surveys and organizational diagnostics.

Scott A. Young is a Managing Consultant at Valtera Corporation, where he consults with the firm's organizational survey clients on content development and measurement, reporting and interpretation of results, research, and action planning.

Series Editor:

Steven G. Rogelberg, Ph.D., is Professor and Director of Organizational Science, at the University of North Carolina Charlotte. He is a prolific and nationally recognized scholar. Besides his academic work, he founded and/or led three successful talent management consulting organizations/units.

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