Employee Motivation and Retention Strategies at Microsoft Corporation—Barnali Chakraborty 2010 The case examines the employee motivation and retention strategies of the US-based Microsoft Corporation. Since its inception, Microsoft was appreciated for its employee-friendly HR practices. However, during the late 1990s, the company was facing severe retention challenges as some of the top talent was leaving the firm. To address these challenges, the company implemented several strategies, which included improving employee benefits, enhancing career advancement opportunities, and implementing a robust employee evaluation system. The case highlights how Microsoft successfully retained its top talent and remained a top employer of choice.

Getting Ahead—Joel A. Garfinkle 2011-08-04 A leading executive-coach pinpoints three vital traits necessary to advance your career. In Getting Ahead, one of the top executive coaches in the United States, Joel Garfinkle reveals his signature model for mastering three critical skills to take your career to the next level: Perception, Visibility, and Influence. These key traits will teach you to: (1) Actively promote yourself as an asset and valuable person inside the organization; (2) Increase your visibility to gain others' recognition and appreciate for your efforts; and (3) Become a person of influence who makes key decisions inside the organization. Getting Ahead will put you ahead of the competition to become a known, valued, and desired commodity at your company. For more than two decades, Joel Garfinkle has worked closely with thousands of senior managers, directors, and employees at the world’s leading companies, and has authored 300 articles on leadership delivered guidance on how to increase exposure, boost visibility, enhance perceived value for your organization, and ultimately achieve career advancement. Learn how to get your name circulating among higher levels of management so others know you, see your results, and acknowledge the impact you bring to the company.

Employee Motivation and Service Organizations—Arvind K. Birdie 2017-04-21 With the increasing globalization and fast-paced technological advancements in business today, service organizations must respond to the changing business dynamics between employers and employees. The service industry has metamorphosed into a revolution not only in United States but also developing countries also. Highly industrialized countries have become service economies, at least when measured in terms of share of the workforce employed in service industries. This new book, Employees and Employers in Service Organizations: Emerging Challenges and Opportunities, the first volume in the 21st Century Business Management book series, provides an in-depth exploration of recent concepts and trends in management in the service business. It looks at the changing expectations and loyalty of young workers and others and the challenges and opportunities presented for service employers. The book considers theory and research findings, providing a plethora of practical implications and applications for these new service employers. The book is required for managers and students alike, and is ideal for anyone looking for new ideas and solutions.

Managing Employee Turnover—David G. Allen 2012-09-04 Employee turnover can be expensive, disruptive, and damaging to organizational success. Despite the importance of successfully managing, turnover management efforts are often based on incomplete data, generic best practices that don’t translate, or managerial gut instinct at odds with research evidence. This book culminates volumes of academic research on employee turnover into a practical guide to managing turnover. Turnover facts are debunked and replaced with research-based facts. Keys to diagnosing and managing employee turnover are presented such that you can effectively manage employee retention today. These ideas will be invaluable to you and anyone who cares about the impact of turnover on the organization, including the CEO and the board on the bottom line, managers who suffer when their best talent leaves, and human resource professionals whose career success may depend on effectively managing turnover.

Keeping the People who Keep You in Business—Leigh Brubach 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-worn managers are desperate for talented reinforcements. This compelling new book will guide readers a battle-plan for victory, offering 42 strategies for retaining valuable people.

Employee Retention and Turnover—Jack J. Phillips 2004-02-18 During the past decade, employee turnover has become a very serious problem for organizations. Managing retention and the turnover rate below target and industry norms is one of the most challenging issues facing business leaders. All indications pointed toward the issue complicating the future, and, even as economic times change, turnover will continue to be an important issue for most job seekers. Yet despite these facts employee turnover rates vary widely. Appreciating 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 to be effective. Preventing attrition and failure do not prevent turnover, 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 retaining your talent using innovative retention programs. The book presents a logical process of managing retention, identifying turnover cost factors and management, 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 retaining your talent using innovative retention programs. The book presents a logical process of managing retention, identifying turnover cost factors and management, and identifying a monetary value (ROI) on retention.

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Utilizing the Applications and Foundations of Biomedical and Health Informatics | J. Mantua 2016-07-21 Informatics and technology have become an intrinsic part of healthcare management in recent years; it is almost impossible to imagine a modern healthcare system without them. This book presents the proceedings of the 14th International Conference on Informatics, Management and Technology in Healthcare (ICIMTH), held in Athens, Greece, in July 2016. The conference treats the full range of subjects that are currently of greatest interest in the field, ranging from cell to population, including a number of technologies such as imaging, sensors, mobile communications, biotechnical equipment and management, as well as legal and societal implications.

The book is divided into sections: Biomedical Technology: Clinical Informatics, E-learning and Education, Formalisation of Knowledge, Ontologies, Clinical Guidelines and Standards of Healthcare; Health Informatics; Healthcare Management and Public Health; telehealth and telecare; and Social Media and Health. Also included are two keynote speeches. Covering a wide spectrum of applications, the book will be of interest to all those working in the design, management and delivery of healthcare services whose work involves the development or use of biomedical informatics.

Performance Management Systems and Strategies: A Practical Guide to Managing Performance | Peter J. Dowling; LFAHRI; FANZAM, Professor of Management 2018-02-02 Performance Management Systems and Strategies: A Practical Guide to Managing Performance is a valuable and ongoing contribution to management education and development in the Asia-Pacific region.” Peter J. Dowling, PhD; LFAHRI; FANZAM, Professor of Management

Develop Management Skills | James Curlepio 2012-03-23 Develop the personal, interpersonal and group skills vital to achieving outstanding success in today’s workplace with Developing Management Skills: A Comprehensive Guide for Leaders. Career coach and management expert James Curlepio uncovers the secrets of career success, exploring new leadership techniques, language, analysis, practice and application—and its modular structure help you tailor your study to the areas you need to focus on. This practical, hands-on style resources incorporates in-depth exercises and role-playing assignments and is further supported by a Companion Website that includes self-assessment exercises and additional online chapters. This book is a must-have for anyone aspiring to leadership roles, as well as for those currently in management who wish to develop their skills further.

Performance Management Systems and Strategies: Idiosyncratic Deals between Employees and Organizations—Maltef Bøl 2015-09-16 Idiosyncratic deals, or i-deals, are the individualised work arrangements negotiated for which they work. Such deals represent an emerging area of interest because they have on both parties, as well as co-workers and the wider working world. Do i-deals signify a further breakdown of collectivism within the workplace, or should they be seen as empowering those employees able to find themselves the best deal? Is the grit of i-deals an inevitable response to the need for more flexible working relationships, or do they evolve because employees are becoming more discerning consumers? This book distils some key concepts and insights which can alter the psychological relationship between employer and employee, as well as the notion of career development in an ageing and technologically literate workforce. The book examines how i-deals affect the experiences of employees and the organisation, and their implications for future developments.

Intrinsic Motivation at Work | Michelene T.H. Chi 2014-01-02 Due largely to developments made in artificial intelligence and cognitive psychology during the past two decades, expertise has become an important subject for scholarly investigations. The Nature of Expertise displays the variety of domains and human activities to which the concept of expertise has been applied, and reflects growing attentions influenced by such disciplines as cognitive psychology, artificial intelligence, and cognitive science, the contributors discuss those conditions that enhance and those that limit the development of high levels of cognitive skill.

Retaining the New Economy Workforce: Idiosyncratic Deals and Retention Strategies for the Twenty-First Century | Susan Cumming 2004-01-01

The Effect of Diversity Targeting on the Motivation and Retention of White Technical Graduates in a Large South African Corporation—Alistair Wright 2013-09-20 This research aimed to determine the extent to which diversity engagement is affected by their organization’s diversity targeting programs, and whether this could be a possible reason for the perceived high turnover of certain classes of employees. The research was conducted using a structured survey sent out via email with the results being analysed quantitatively. The research was limited to engineering graduates working at Sasol. A secondary aim was to explore if there were any differences in motivation and turnover among students from various racial groups, as well as the impact on any of the racial groups, ages or sexes involved. The results from this study supported the findings from various other studies in terms of factors that are perceived as the most important in terms of employee motivation. From the results a two-stage employee engagement maturity model was developed which is presented.

The Nature of Expertise-Michelene T.H. Chi 2014-01-02 Due largely to developments made in artificial intelligence and cognitive psychology during the past two decades, expertise has become an important subject for scholarly investigations. The Nature of Expertise displays the variety of domains and human activities to which the concept of expertise has been applied, and reflects growing attentions influenced by such disciplines as cognitive psychology, artificial intelligence, and cognitive science, the contributors discuss those conditions that enhance and those that limit the development of high levels of cognitive skill.

Introduction to Business—Lawrence J. Gitman 2018 Introduction to Business covers the scope and sequence of most introductory business courses. The book provides detailed explanations in the context of core themes such as customer satisfaction, ethics, entrepreneurship, global business, and managing change. Introduction to Business includes hundreds of current case studies from a range of industries and geographic locations, which feature a variety of individuals. The outcome is a broad-based approach to the theory and application of business concepts, with attention to the knowledge and skills necessary for student success in this course and beyond.

Idiosyncratic Deals between Employees and Organizations—Maltef Bøl 2015-09-16 Idiosyncratic deals, or i-deals, are the individualised work arrangements negotiated for which they work. Such deals represent an emerging area of interest because they have on both parties, as well as co-workers and the wider working world. Do i-deals signify a further breakdown of collectivism within the workplace, or should they be seen as empowering those employees able to find themselves the best deal? Is the grit of i-deals an inevitable response to the need for more flexible working relationships, or do they evolve because employees are becoming more discerning consumers? This book distils some key concepts and insights which can alter the psychological relationship between employer and employee, as well as the notion of career development in an ageing and technologically literate workforce. The book examines how i-deals affect the experiences of employees and the organisation, and their implications for future developments.

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The Working Environment of Google—Ovais Azeevah 2016-02-02 Research Paper from the year 2015 in the subject Business economics - Personnel and Organisation, the Working Environment of Google is an important work for all managers and managers of managers, or for those who seek to understand this complex project: the design, management and delivery of healthcare services whose work involves the development or use of biomedical informatics.
Retention for a Change: Joseph Jones 2021-03-15 In Retention for a Change, we give precise strategies for motivating, inspiring, and energizing a staff. The goal is to make your school a place of success for everyone. Teacher retention is a huge issue that continues to grow, and we believe that this book is one-of-a-kind in that it tackles a tough topic with practical solutions.