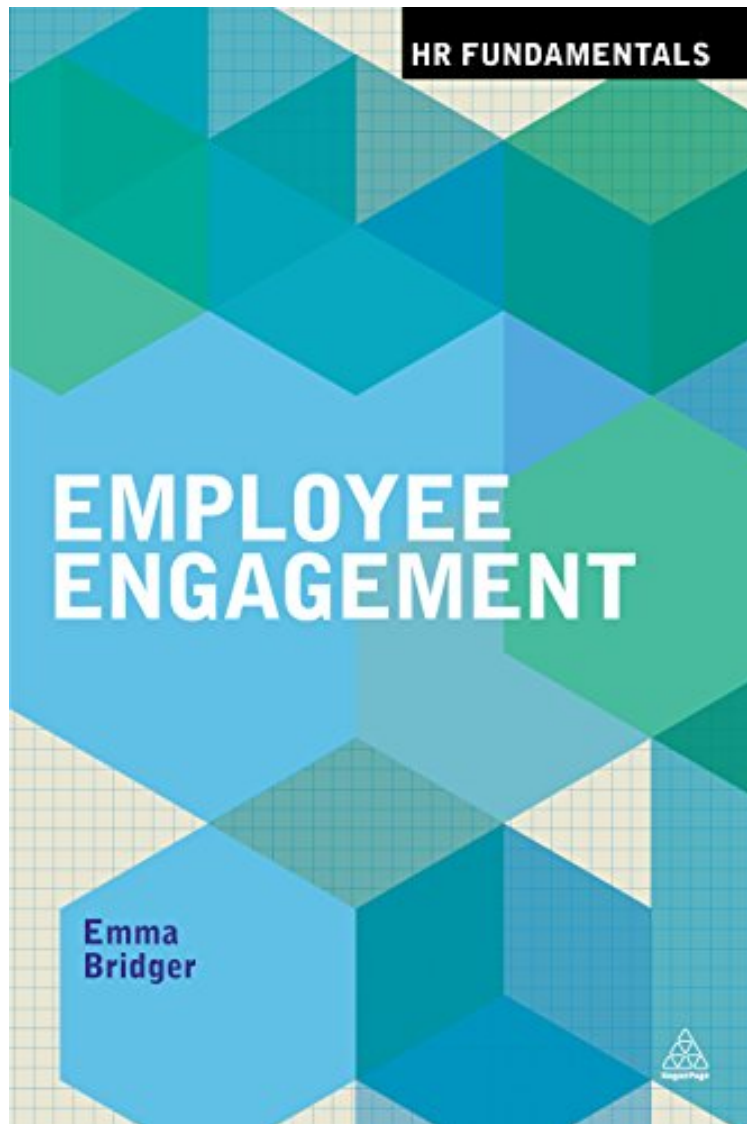


Employee Engagement (HR Fundamentals)

Emma Bridger

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Emma Bridger : Employee Engagement (HR Fundamentals) before purchasing it in order to gage whether or not it would be worth my time, and all praised Employee Engagement (HR Fundamentals):

3 of 3 people found the following review helpful. Bought it for a PhD--Apply it Day-to-DayBy John KnottsEmployee Engagement is a great read...very easy to quickly digest. I picked up the book for some research I'm doing for a PhD, but the book provides a wealth of information. Emma provides background and information on the subject, great case studies to further understand how to improve your employee engagement, and helpful exercises that you might find from a consulting engagement. It is a great resource all around. Thanks Emma0 of 1 people found the following

review helpful. it was a really good source of ideas for me. By MLeland I think this book was meant to be a college textbook. Regardless, it was a really good source of ideas for me, a small business owner. 4 of 4 people found the following review helpful. Quality By Darren Ingram_dot_com Keeping your employees happy, content, successful and engaged can be a problem. There is no simple solution. Neglecting them neither is an option, despite there being many people looking for work. Even assuming you've got your company's board and senior management on-side and agreeing that you need to nurture, maintain and care for the valuable asset known as the workforce, it is not a given that you will manage that task. This is even before you look at the differences between cultures and countries. This book, aimed at human resources (HR) staff might help, with it seeking to offer a complete, practical resource for understanding, measuring and building engagement through the use of positive psychology. Of course, there is no such single being as employee engagement either – it is a wide, complex, inter-linked list of things. So a skilled HR professional is going to be a mix of a master chef, a plate spinner, a circus ringmaster, a priest and a motivator. Who will engage the engagers? This book takes you through the entire process, making it suitable for the relative HR beginner as well as the more experienced hand. The book's design and structure has managed to serve two masters eminently well, not being too "simplistic" or "complex" in the process. A fine balance has been maintained. It is quite amazing how so much material has been placed in such a relatively slim package, without it feeling overwhelming or being printed like a small hotel room Bible. A short review cannot do it true justice but needless to say if you are involved in HR you should give this book some serious consideration unless you are absolutely confident that you really do have your employee engagement sorted. Even then, are you being overly confident and complacent? There is a good mix of content ranging from the "what is" employee engagement and does it matter through to the development, integration, monitoring and measuring of a programme. Should you still need more or just want to deep-dive on a point there is a very detailed bibliography too. The language used is quite accessible, free of jargon yet precise, so praise is due to the author and the editing team for making this book so universally suitable. It is quite likely that you will find a few things here to pique your interest, whether as a HR professional or just someone in a managerial position who has to manage people. I believe there is quite a lot of takeaway knowledge within this book, just waiting on the reader.

Achieving employee engagement is crucial to the success and continued high performance of any organization. But with budgets tighter than ever before, economic struggles and an increasingly stressful workplace for staff, it has become an increasingly difficult task. Aimed at HR practitioners and managers, Employee Engagement offers a complete, practical resource for understanding, measuring and building engagement. Grounded in engagement theory and an understanding of psychology combined with practical tools, techniques and diagnostics, this book will help you assess and drive engagement in your organization. Case studies include British Gas, Capital One, Asda, Ministry of Justice, Mace and RSA.

"Emma Bridger's book fits into a gap for students and professionals who are new to engagement and who have been looking for a text to make sense of it. It draws the reader through the main concepts, processes and discussions, providing many case examples." --David Saxon "Employee Engagement Lecturer, Middlesex University, London"

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"About the Author Emma Bridger is an award winning employee engagement specialist and Director of People Lab, an Employee Engagement Consultancy, working with clients worldwide. With over 18 years' experience gained in a variety of roles, Emma began her career lecturing on graduate and post-graduate courses in psychology, her specialist area being behaviour change. Emma has designed and developed the CIPD range of short Employee Engagement courses as well as contributing to and being published within the UK Government - Engaging for Success. She now advises the Government taskforce on engagement as part of the "guru group". Emma is also a regular conference speaker and case studies detailing her work have been published in industry journals.