

Finding & keeping great employees

Harris, Jim, author

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Abstrak

"What makes an employee great? According to Harris and Brannick, great employees are those who match the culture of the company they work for and whose personal values align with the organization's core purpose. Finding & Keeping Great Employees identifies four basic organizational purposes--operational excellence, customer service, unleashing technology, and spirit. By focusing on one of these as their core purpose and using it to drive their selection and retention strategies, organizations will gain a long-term competitive advantage and create a workplace full of self-motivated employees who are highly purpose driven. Based on research into best practices at more than 250 companies, this breakthrough book shares how some of today's most progressive organizations are doing just that -- and shutting down the revolving door -- by leveraging their core purpose and corporate culture to attract and retain great employees. Written in a crisp, reader-friendly style, with numerous examples and case studies, it shows managers and HR professionals how to simplify and streamline the recruiting process * improve organizational focus by benchmarking their company's practices against the world's best-run companies * achieve a good fit between employees and corporate culture * become the employer of choice within their industry, their market, and their community. In today's tight labor market, finding employees that are keepers is critical to success. This book offers a powerful new action plan to help companies find and keep employees who will enable them to find and keep success."