

30 reasons employees hate their managers: what your people may be thinking and what you can do about it

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Abstrak

Do employees hate their managers? Many do, says this research-based book, which describes 30 reasons for employee attitudes ranging from indifference to outright hatred of management. Among the reasons, these employees say: they are not treated like adults, with respect for their contributions; managers don't listen to them; senior managers are incompetent and run the company poorly; their pay isn't linked to their job performance and often it's unfair; they lack sufficient resources and training to do their jobs well; they don't trust information they receive from management; they get insufficient feedback on their work performance; they have such heavy workloads and inflexible schedules that they can't find a good balance of work and personal life. The author offers solutions, not just a litany of problems. He also describes some of the underlying psychological reasons for employee discontent (for example, equity theory, which explains why people react as they do to perceived unfairness). The material is based on Katcher's proprietary research in 65 organizations and surveys of more than 50,000 employees. It also includes many stories/examples.