

Strategic Employee Polls

The Step-by-Step
Guide to Discovering
What Your
Employees
Are Really Thinking

by
Bruce Tulgan &
Jeff Coombs



Strategic Employee Polls

Jack Wiley, Brenda Kowske



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Strategic Employee Surveys Jack Wiley, 2010-08-13 Praise for Strategic Employee Surveys This is a must read If you want to bring your employee survey up to the next level if you want to predict and drive your organizational outcomes including customer satisfaction and business performance if you want to move your business strategy and survey program closer together then this is your book Franz G Deitering Ph D SAP and CEO RACER Benchmark Group former Chairman IT Survey Group Wiley makes an excellent well balanced approach to making the business case for employee surveys and providing reinforcement on the essential components from purpose and development of the instrument to results analysis to action planning Lawrence E Milan Senior Vice President Human Resources ING U S Insurance This book does not get bogged down in statistical analyses yet it features a healthy mix of the theoretical and the practical that works for the novice and the experienced survey program manager alike Thomas E Mitchell Vice President Northern Trust Company The book s key concepts are illustrated with many specifics especially survey content and lots of fascinating war stories This book will become a well thumbed volume by all who want to make the most of employee surveys Allen I Kraut Ph D Professor Emeritus of Management Zicklin School of Business Baruch College CUNY **Strategic Employee Polls** Bruce Tulgan, Jeff Coombs, 1998 Employee Surveys and Sensing William H. Macey, Alexis A. Fink, 2020-03-30 Professional practice in the design and execution of employee survey programs has evolved tremendously over the past decade Advances in technology and enthusiastic new interest in talent analytics have combined to create an exciting space with a good deal of innovation along methodological lines matched by renewed interest in the strategic role of surveys and sensing for improving organizational effectiveness Providing solid grounding in the basic issues of content development interpreting results and driving action this book also addresses cutting edge topics in the area of survey analytics including applications of computational linguistics and artificial intelligence Significant emphasis is given to ethical issues which are particularly salient given the zeitgeist for ensuring the protection of data and the privacy of survey respondents The book is appropriate for use in advanced graduate level courses in survey research and will be a valuable shelf resource for survey practitioners whether trained formally in I O psychology or other areas of organizational science Neurodiversity Workplace Strategies Jade Summers, Unlock the Power of Neurodiversity in the Workplace In today s fast evolving world businesses that embrace neurodiversity aren t just being inclusive they re gaining a competitive edge From autism to ADHD dyslexia and beyond neurodiverse individuals bring unique talents fresh perspectives and unparalleled problem solving abilities Yet traditional workplaces often fail to harness their full potential Embracing Neurodiversity Strategies for an Inclusive Workplace offers actionable steps to build a workplace where all minds thrive Whether you re a manager HR professional or an advocate for inclusion this book equips you with proven strategies to create an environment where neurodiverse employees feel valued and empowered What You ll Learn The business case for neurodiversity why inclusion leads to innovation success How to

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Human Resource Strategies for Organizations in Transition R.J. Niehaus, K.F. Price, 2012-12-06 This volume is the proceedings of a symposium entitled Human Resource Strategies for Organizations in Transition which was held at Salve Regina College Newport Rhode Island on May 30 June 2 1989 The meeting was sponsored by the Research Committee of the Human Resource Planning Society HRPS In developing the agenda the Research Committee built upon the format of the previous HRPS research symposia The intent in these meetings is on the linkage of the state of practice with the state of the art Particular attention was placed on research studies which were application oriented so that member organizations can see examples of ways to extend current practices with the knowledge presented by the applications The meeting has sessions on 1 Reshaping the Organization for the Twenty first Century 2 Coping with Major Organizational Change 3 Organization Downsizing 4 Evaluating the Human Resource Function and 5 The Impact of Corporate Culture on Future Human Resource Practices Thirty papers were presented with discussion sessions at appropriate points in the meeting This volume contains twenty one of these papers along with an introductory paper A short summary is also provided at the beginning of each major subdivision into which the papers are arranged

Special Topics in Policing James F. Albrecht, Garth den Heyer, 2024-10-07 This book comprehensively examines five key areas related to crisis management in policing These specific issues include Understanding contemporary terrorism and homeland security threats Effective counter terrorism strategies Practical crisis planning and management Demonstration and riot control Dealing with police related stress and PTSD The book chapters present a global multi dimensional approach to examine these critical policing issues while analyzing them through sociological and practical lenses It proposes policy recommendations to promote optimal police service delivery professionalism and organizational effectiveness during major crises and large scale events In addition this book investigates police related stress with the goal of promoting optimal police officer health and wellness It is ideal for policing professionals policymakers and researchers

Analyzing the Strategic Role of Neuromarketing and Consumer Neuroscience Atli, Dincer, 2020-06-19 Marketing research in modern business has developed to include more than just data analytics Today an

emerging interest within scientific marketing researches is the movement away from consumer research toward the use of direct neuroscientific approaches called neuromarketing. For companies to be profitable they need to utilize the neuromarketing approach to understand how consumers view products and react to marketing both consciously and unconsciously. Analyzing the Strategic Role of Neuromarketing and Consumer Neuroscience is a key reference source that provides relevant theoretical frameworks and the latest empirical research findings in the neuromarketing field. While highlighting topics such as advertising technologies, consumer behavior, and digital marketing, this publication explores cognitive practices and the methods of engaging customers on a neurological level. This book is ideally designed for marketers, advertisers, product developers, brand managers, consumer behavior analysts, consumer psychologists, managers, executives, behaviorists, business professionals, neuroscientists, academicians, and students. *Global HRM Practices Strategic Alignment of Structure and Culture* Dr. Chikati Srinu, 2025-07-05

RESPECT Jack Wiley, Brenda Kowske, 2011-09-09 Is it possible that the way to win in business is to give employees exactly what they want? Yes. As RESPECT reveals, managers and organizations who give their employees what they want outperform those who don't. This is no hunch; it's a fact based on more than 25 years of global research. Drs. Jack Wiley and Brenda Kowske have amassed a research database unlike any other, and it all started with this simple question: What is the most important thing you want from the organization for which you work? Organizations that apply this research have more engaged employees, more satisfied customers, and better shareholder returns. It all boils down to seven key elements summarized by the acronym RESPECT. These are the seven things that employees really want: Recognition, Exciting Work, Security, Pay, Education, Conditions, and Truth. This book taps the authors' in-the-trenches consulting experience and offers real solutions on each element of RESPECT. Written for all types of leaders, from supervisors to the C-suite, readers can pick and choose the proven solutions that are relevant to their own organizations. By weaving stories and narrative, the authors make complex information easy to understand and fun to read. In addition, RESPECT meets the demands of the global economy, offering an international perspective with corresponding cultural nuances that are critical to helping leaders manage the needs of their workforces.

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