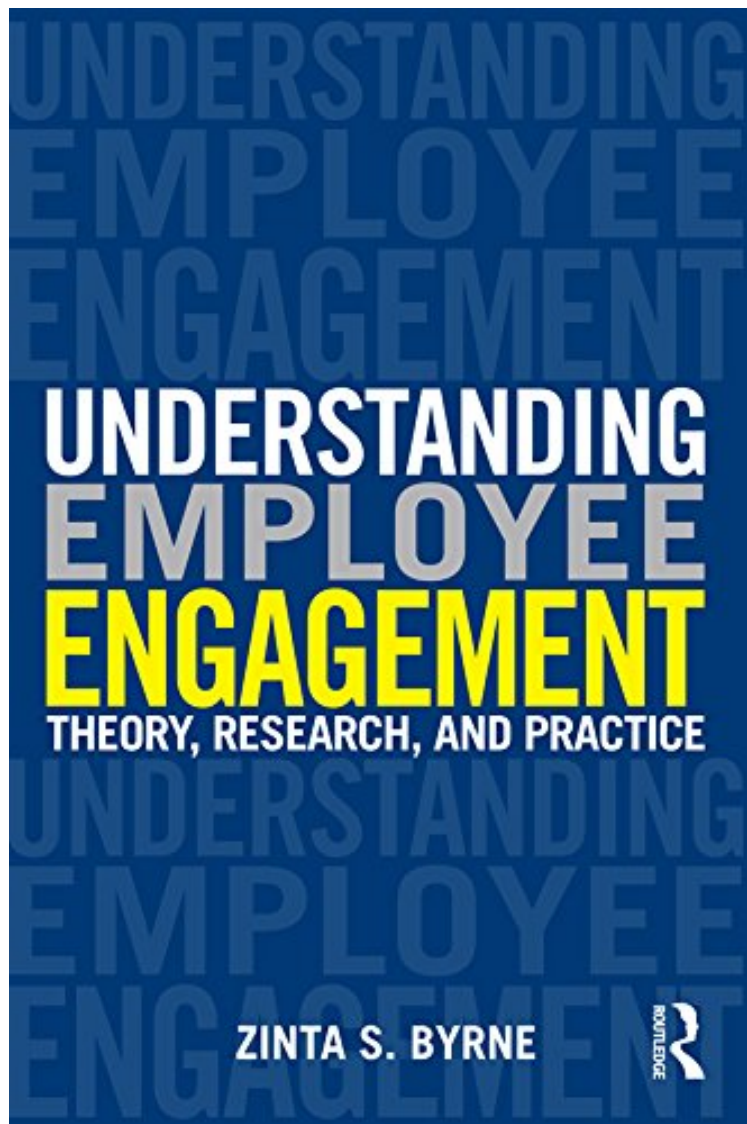


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## Understanding Employee Engagement: Theory, Research, and Practice (Applied Psychology Series)

*Zinta S. Byrne*

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**Zinta S. Byrne : Understanding Employee Engagement: Theory, Research, and Practice (Applied Psychology Series)** before purchasing it in order to gage whether or not it would be worth my time, and all praised Understanding Employee Engagement: Theory, Research, and Practice (Applied Psychology Series):

3 of 3 people found the following review helpful. This book takes a thorough look at the academic literature surrounding the concept of Employee Engagement. By CGIn my experience, Employee Engagement can be a

confusing subject since there are a myriad of definitions and approaches. Many business books seem to deal with what "works in the field", but I found that gaining an understanding of what science had to say about the subject difficult. Dr. Byrne takes great care in reviewing primary references and explaining complex statistical analyses in a manner that is comprehensible. Practitioners and academics will enjoy reading this up to date summary of research on Employee Engagement, enhanced with thoughtful comments and edits. I believe the reader will gain an understanding of what the research suggests Engagement is (and what it is not), how to measure it, how to achieve it in a workforce, and why it is beneficial to organizations. This book also points out current gaps in our scientific understanding of Employee Engagement, and tackles potential pitfalls. If you wish to gain a comprehensive understanding of what peer-reviewed research has discovered about Employee Engagement, this is your book. 0 of 0 people found the following review helpful. Great Book For Creating High Performing And Truly Engaged Employees By ELawyer This is an incredibly informative book which delves deeply into TRUE Employee Engagement. Despite the near glut of articles and processes for and about Employee Engagement within organizations, there has been very little change in most organizations in improving employee engagement. To date, based on available literature especially from recent Gallup research, employees remain more disengaged than ever, costing companies millions of dollars in losses created by disengagement. This book not only defines engagement in very expansive and clear terms but also provides a detailed assessment and exhaustive definition of Employee Engagement; including the cognitive, emotional and related engagement principles that create the construct of Employee Engagement. I bought this book to review broad engagement constructs, and execute on eliminating employee disengagement. The author, Zinta Bryne's stellar analysis of the work of outstanding Industrial Organizational I/O experts explains the concept of disengagement in academic and concise terms, for anyone that is already familiar with the broad nature of the concept of engagement. I have read many books on the subject of Employee Engagement, written and tutored on same. However, thus far, this book has provided me the best comparative analysis of the dark outcomes and successful results of employee engagement. In addition, the book's assessment and analysis of Khan's theories of disengagement are the best that I have seen in a work on the subject matter. The information contained in this great book is not overly academic nor dense, and provides unquestionable clarity on the issues of engagement and disengagement. I have read, executed and measured various engagement policies and processes in my role as an experienced Employee Relations/Human Resources Professional and People Manager. However, after reading this book, I am armed with even more in-depth information, practically applicable methods, measurement tools and organizational engagement processes that will provide me the ability to create even higher performing and consistently engaged employees. I recommend this book to ALL Human Resources/Employee Relations Practitioners and People Managers. Progressive 21st century Employee Relations, Human Resources and People Management cannot be effectively executed without a sound knowledge of Industrial and Organizational Psychology principles. This book has provided further testament to this irrefutable fact. Great great read!! Review by: Sonia Johnson, J.D., LL.M., LL.M., SPHR, SCP copy; Senior Director, The Society For Employee Relations and Human Resources (SFERM) 0 of 0 people found the following review helpful. Bridging the scholar - practitioner divide to improve engagement at work By BNDr. Byrne offers a comprehensive review of the academic literature on employee engagement, pulling disparate studies into an organized, understandable framework. She provides organizational consultants and leaders with important information about the differences between the academic theories and findings about employee engagement and the constructs similar to, but distinct from it, that are commonly measured in organizations today. Her unifying definition of employee engagement introduces a well-argued new starting point for future research in the field. Drawing on numerous studies in organizations, including her own consulting work, Dr. Byrne describes what employee engagement looks like, noting that engagement itself cannot be seen, but is inferred by the behavior and expressions of engaged employees. She tackles the business questions of how to get more engagement for the well-being of employees and organizations, how to determine what is blocking engagement, how engagement may differ internationally, and considers potential downsides of too much engagement (i.e., workaholism). She concludes with suggestions for future research in this nascent field, including the creation of a bridge between practice and science. As both a doctoral student and consultant, I concur with her conclusions and applaud this book as a valuable foundation for the development of this bridge.

Employee engagement is a novel concept that has been building momentum in recent years. Understanding Employee Engagement: Theory, Research, and Practice exposes the science and practice of employee engagement. Grounded in theory and empirical research, this book debates the definitions of engagement, provides a comprehensive evaluation of empirical findings in the engagement field including a focus on international findings, and offers implications for science and practice in organizations. Employers can learn how to foster and drive engagement to increase productivity and happiness, and researchers can master the existing engagement literature and begin to study the many propositions and new models Zinta S. Byrne, Ph.D. proposes throughout the book.

“This is a timely book about a timely topic. Dr. Byrne gives an excellent overview of the engagement literature, and discusses the theories that can explain the exceptional state of strong dedication to work that drives outstanding

performance. This is an important source to turn to in order to learn how to use employee engagement to create a healthy and thriving organization." Arnold B. Bakker, Professor of Work and Organizational Psychology at Erasmus University Rotterdam, The Netherlands and Lingnan University, Hong Kong, China "Want to get engaged with engagement? Practical scientists and scientist-practitioners will welcome Dr. Byrne's masterful synthesis of all that we now know about employee engagement. Understanding Employee Engagement is a compelling example of the emergence of a scientific construct." Milton D. Hakel, Secretary-General, International Association of Applied Psychology and Ohio Eminent Scholar Emeritus, Bowling Green State University, USA "Dr. Byrne provides an informative and intriguing overview of the development and proliferation of employee engagement as a focus of science and management practice. The book provides a comprehensive perspective on recent engagement research and identifies trends for further advances in this burgeoning field. It is a good read." Michael Leiter, Professor of Organizational Psychology, Acadia University, Canada "Understanding Employee Engagement re-ignites the serious academic study of employee engagement, incorporating psychological, organizational, and management perspectives. I recommend this book both for graduate students and for managers who wish to get beyond the corporate glossy white-papers and find out for themselves why they should focus on employee engagement." Theodore L. Hayes, Personnel Research Psychologist, U.S. Office of Personnel Management, Washington, D.C., USA "This book is perfectly titled. Dr. Byrne's crisp writing style and thorough review will allow readers to quickly understand the current state of employee engagement. The author's experience as both an academic and a consultant proves useful as the book is able to speak to both audiences... In a mere 2000 pages of text the author succeeds in both enlightening and entertaining any reader interest in this fuzzy and potentially faddish concept of employee engagement." - Joel Philo, Personnel Psychology About the Author Zinta S. Byrne, PhD, has more than 10 years of work experience at Hewlett-Packard as an engineer and manager, worked for Personnel Decisions International as a regional manager, and is currently Professor of Psychology at Colorado State University and president of Atniz Consulting, LLC. She has published in top psychology and management journals and books, presented internationally, reviews for and serves on a number of editorial boards, is a coeditor of Purpose and Meaning in the Workplace, published by the American Psychological Association, and is author of Organizational Psychology and Behavior: An Integrated Approach to Understanding the Workplace, published by Kendall Hunt.