Employee Engagement:
Tools for Analysis, Practice, and Competitive Advantage

William H. Macey,
Benjamin Schneider,
Karen M. Barbera, and
Scott A. Young
Praise for Employee Engagement

“Macey and his colleagues provide a fascinating analysis of engagement – what it means, why it works, and, most importantly, how to create and maintain an engaged workforce.”

Fritz Drasgow, University of Illinois at Urbana-Champaign

“Employee Engagement walks us through the complexity of this deceptively simple concept and makes concrete the process of translating engagement into hard financial results.”

Peter Cappelli, The Wharton School, University of Pennsylvania

“A hugely important topic, handled with just the right mix of scholarly insight and practical experience. This book is a valuable addition to the literature.”

Jeffery S. Schippmann, Balfour Beatty Construction

“If you want to increase employee engagement to achieve your organization’s strategic objectives this is the book for you. It deconstructs what engagement really means, explains what factors shape it, shows how to diagnose your organization current state and tell you what managerial levers you can use to increase it and consequently raise organizational performance. This book is at once scientifically sound and highly readable.”

Michael Beer, Harvard Business School

“No one knows more about employee engagement, in all its forms, than do these authors. They give careful, useful and practical advice on using employee opinion surveys to measure and increase employee engagement!”

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Employee Engagement:
Tools for Analysis, Practice, and Competitive Advantage

William H. Macey,
Benjamin Schneider,
Karen M. Barbera, and
Scott A. Young
For George and our family – Bill, Todd, Lauren, Katherine, Amanda, and Billy (WHM)

For Jack Bartlett, mentor, friend and The Great Engager (BS)

For Michael and Carter, who give meaning to all I do (KB)

For my wife Jennifer and our three amazing girls, Hannah, Carly, and Kayla (SY)
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The Talent Management Essentials series presents state-of-the-art thinking on critical talent management topics ranging from global staffing, to career pathing, to engagement, to executive staffing, to performance management, to mentoring, to real-time leadership development. Authored by leading authorities and scholars on their respective topics, each volume offers state-of-the-art thinking and the epitome of evidence-based practice. These authors bring to their books an incredible wealth of experience working with small, large, public, and private organizations, as well as keen insights into the science and best practices associated with talent management.

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