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John F. Eller, Sheila Eller



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The Manager's Pocket Guide to Documenting Employee Performance Terry L. Fitzwater, 1998 This step by step guide will help you document and change unwanted work behaviors before they become issues leading to termination. It is presented in a format that is easy to understand and apply. The guide presents specific measures for accurate performance documentation that will protect your organization against discharge litigation.

Decisions and Orders of the National Labor Relations Board United States. National Labor Relations Board, 2016-05

Working With and Evaluating Difficult School Employees John F. Eller, Sheila Eller, 2010-01-12 The Ellers have done an excellent job identifying supervision problems that plague administrators on a daily basis. They provide clear and detailed strategies to address personnel problems covering virtually every employment group. I strongly recommend this book as a quick reference for all school administrators as they deal with difficult employees. Dan Hoverman Superintendent Mounds View Public Schools Shoreview MN Help marginal employees take positive steps to improve their performance and behavior. Managing difficult employees is one of the most challenging aspects of a school leader's job. Written by experienced administrators this resource provides specific techniques and strategies to identify work with and evaluate marginal school employees. John F. Eller and Sheila Eller provide essential information for understanding and dealing with employees who may have negative attitudes, lack awareness of their behavior, blame others for problems or are marginal performers. Drawing on the authors' extensive experience this book includes skills and sample dialogues for conducting difficult conversations, templates for putting concerns into writing and developing improvement plans, information about legal issues and ways to protect yourself, specific strategies for working with teachers, secretaries and assistants, paraprofessionals and custodial staff, steps to take when termination becomes necessary. This ready reference helps administrators develop the leadership skills and competencies necessary to confront marginal and

deficient behaviors and achieve successful results

Organizational Behavior in Health Care Nancy Borkowski, 2011
 Organizational Behavior in Health Care was written to assist those who are on the frontline of the industry everyday healthcare managers who must motivate and lead very diverse populations in a constantly changing environment Designed for graduate level study this book introduces the reader to the behavioral science literature relevant to the study of individual and group behavior specifically in healthcare organizational settings Using an applied focus it provides a clear and concise overview of the essential topics in organizational behavior from the healthcare manager s perspective Organizational Behavior in Health Care examines the many aspects of organizational behavior such as individuals perceptions and attitudes diversity communication motivation leadership power stress conflict management negotiation models group dynamics team building and managing organizational change Each chapter contains learning objectives summaries case studies or other types of activities such as self assessment exercises or evaluation

Employee Relations Management Singh, P. N., Kumar, Neeraj, 2011-01-10 The introduction of the new economic policy in 1991 had a significant bearing on industrial relations Globally the focus is gradually shifting from traditional industrial relations characterized by conflict resolution to employee relations management

Decisions and Orders of the National Labor Relations Board, V. 346, November 28, 2005, Through May 8, 2006 , Organisational Behaviour , *Labor Policy and Practice: Labor relations* Bureau of National Affairs (Arlington, Va.), 1953

Motivating Strategies for Performance and Productivity Paul J. Champagne, Bruce McAfee, 1989-02-09 This book reviews current theories on how to improve employee performance and shows how to adapt these strategies to specific work situations The authors have chosen 10 currently popular performance enhancing strategies for study ranging from behavior modification techniques to team based and employee participation approaches For each strategy they discuss the relevant theory and provide actual case studies of implementation AMA Journal In the face of ever greater competition from abroad no issue is more important for U S business than improving employee effectiveness and productivity In this volume Champagne and McAfee offer both a review of current theories on how to improve employee performance and a guide to adapting these strategies to specific work situations While previous studies have tended to focus strictly on theory or on step by step guidelines alone Champagne and McAfee combine theory actual company examples and clear cut guidelines in order to offer the human resource professional a well rounded comprehensive overview of workable motivation strategies and techniques The authors have chosen 10 currently popular performance enhancing strategies for study ranging from behavior modification techniques through team based and employee participation approaches For each the authors discuss the relevant theory and then provide actual case study examples of their implementation Because every situation is unique the authors also outline ways in which particular strategies can be molded to fit a variety of situations Throughout the book steps that can be taken by managers to implement performance and productivity enhancing strategies even in the absence of a formal company program are elucidated fully A book for managers in all kinds of organizations from

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