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| 1. Record Nr. | UNINA9910350213603321 |
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| Titolo | The Art of Engaging Unionised Employees // by Jan Hendrick Nel, Bennie Linde |
| Pubbl/distr/stampa | Singapore : , : Springer Nature Singapore : , : Imprint : Palgrave Pivot, , 2019 |
| ISBN | 9789811321979 9811321973 |
| Edizione | [1st ed. 2019.] |
| Descrizione fisica | 1 online resource (128 pages) |
| Collana | Palgrave pivot |
| Disciplina | 331.873 |
| Soggetti | Personnel management Labor economics Psychology, Industrial Social legislation Human Resource Management Labor Economics Work and Organizational Psychology Labour Law/Social Law |
| Lingua di pubblicazione | Inglese |
| Formato | Materiale a stampa |
| Livello bibliografico | Monografia |
| Nota di contenuto | 1. Introduction -- 2: The Emergence of the Employee Engagement Concept -- 3. Antecedents and Outcomes Associated with High Level of Engagement -- 4. Circumstances that Influence Engagement in a Unionised Environment -- 5. Engaging Unionised Employees -- 6. Framework for Engaging Unionised Employees -- 7. Discussion and Conclusion. |
| Sommario/riassunto | This book introduces a framework to assist human resource practitioners and organisations embrace strategies that will drive high engagement levels within organisations with a union presence. The authors address established definitions of engagement and how they have been conceptualised in academic and practitioners' literature, before exploring and unpacking circumstances that influence levels of engagement amongst employees in a unionised environment. In doing so, the framework introduced elaborates on approaches and |

interventions with the greatest potential to create, improve, and embed high levels of engagement within the unionised work environment. Jan Hendrick Nel has 22 years of experience as a HR generalist and spent the last 10 years in a professional services environment as HR Director for BDO, South Africa. Bennie Linde is an Associate Professor at the North-West University in South Africa. He is a member of the School of Industrial Psychology and Human Resource Management at the Faculty of Economic and Management Sciences.
