

1. Record Nr.	UNINA9910465610003321
Autore	Jackson Ben <1975->
Titolo	Equality and the British Left [[electronic resource] ] : a study in progressive political thought, 1900-64 / / Ben Jackson
Pubbl/distr/stampa	Manchester ; ; New York, : Manchester University Press, c2007
ISBN	1-78170-145-8 1-84779-219-7
Edizione	[Online-ausg.]
Descrizione fisica	1 online resource (272 p.)
Collana	Critical labour movement studies
Disciplina	324.4107
Soggetti	Equality - Great Britain - History - 20th century Socialism - Great Britain - History - 20th century Liberalism - Great Britain - History - 20th century Right and left (Political science) Electronic books. Great Britain Economic policy 1918-1945 Great Britain Economic policy 1945-1964 Great Britain Social policy
Lingua di pubblicazione	Inglese
Formato	Materiale a stampa
Livello bibliografico	Monografia
Note generali	Description based upon print version of record.
Nota di bibliografia	Includes bibliographical references and index.
Nota di contenuto	pt. I. 1900-31 : Foundations -- pt. II. 1931-45 : Economics -- pt. III. 1945-64 : Revisions.
Sommario/riassunto	The demand for equality has been at the heart of the politics of the Left in the twentieth century, but what did theorists and politicians on the British Left mean when they said they were committed to 'equality'? How did they argue for a more egalitarian society? Which policies did they think could best advance their egalitarian ideals? Equality and the British Left provides the first comprehensive answers to these questions. It charts debates about equality from the progressive liberalism and socialism of the early twentieth century to the arrival of the New Left and revisionist social democ.

2. Record Nr.	UNINA9910456991203321
Autore	Phillips Jack J. <1945->
Titolo	Managing employee retention [[electronic resource] ] : a strategic accountability approach / / Jack J. Phillips, Adele O. Connell
Pubbl/distr/stampa	Amsterdam ; ; Boston, MA, : Butterworth-Heinemann Alexandria, Va., : Society for Human Resource Management, c2003
ISBN	1-136-38499-5 1-282-38064-8 9786612380648 0-08-051087-6
Descrizione fisica	1 online resource (375 p.)
Collana	Improving human performance series
Altri autori (Persone)	ConnellAdele O
Disciplina	658.3/14 21 658.313
Soggetti	Employee retention Labor turnover Electronic books.
Lingua di pubblicazione	Inglese
Formato	Materiale a stampa
Livello bibliografico	Monografia
Note generali	Description based upon print version of record.
Nota di bibliografia	Includes bibliographical references and index.
Nota di contenuto	Front Cover; Managing Employee Retention; Copyright Page; Contents; Preface; Acknowledgments; 1. Why Retention Is a Serious Problem. . . Still; Definitions; Retention as a Critical Issue; Negative Impact of Turnover to the Organization; Negative Impact of Turnover on Individuals; External Drivers of the Retention Crisis; Internal Driuers; Turnover Myths; Turnover Rates; Payoffs of Retention Solutions; Final Thoughts; References; Further Reading; 2. A Strategic Accountability Approach to Managing Retention; Problems with Existing Approaches; Needed: A Strategic Accountability Approach Measure and Monitor Turnover DataDevelop Fully Loaded Costs of Turnover; Diagnose Causes and Needs for Retention Improvement; Explore a Range of Solutions; Match Solutions to Needs; Forecast the Value of Retention Solutions; Calculate ROI of Retention Solutions; Make Adjustments and Continue; Final Thoughts; References; Further Reading; 3. Measure and Monitor Turnover and Retention Data; Definitions; Economic Climate and National Data; Benchmarking

Turnover; Monitoring Turnover and Retention Data; Additional Monitoring; Distribution of Information; Responsibility; Final Thoughts; References

Further Reading4. Develop Fully Loaded Costs of Turnover; Importance of Costs; How to Develop Turnover Costs; Cost Monitoring Issues; Classifying Costs; Final Thoughts; References; Further Reading; 5. Diagnose Causes of Turnover; The Dilemma of Analysis; Building Insight: Connection Between Employee Needs, Causes, Situations, and Solutions; Starting Point: Analysis of Turnover Data; Questionnaires and Surveys; Interviews and Focus Groups; Nominal Group Technique; Exit Interview (or Survey); Basic Idea Generation Tools; Final Thoughts; References; Further Reading

6. Solution Set: Recruiting New EmployeesImage; Market Performance; Recruitment; Interviewing and Selection; Job Fit; Orientation; Final Thoughts; References; Further Reading; 7. Solution Set: Establishing an Appropriate Work Environment; Job Satisfaction; Workplace Design; Safety; Job Security; Culture; Life Balance; Diversity; Final Thoughts; References; Further Reading; 8. Solution Set: Creating Equitable Pay and Performance Processes; Pay; Benefits; Rewards and Recognition; Performance Management; Final Thoughts; References; Further Reading 9. Solution Set: Building Motivation and CommitmentQuality of Leadership; Empowerment; Teamwork; Ethics and Trust; Commitment; Professional Growth; Final Thoughts; References; Further Reading; 10. Match Solutions to Needs; Introduction; Combining Data from Different Sources; Determining the Significance of the Cause; Reaching a Consensus; Presenting Data for Decision Making; Matching Solutions to Needs; Avoiding Problems; Final Thoughts; 11. Forecast the Value of Retention Solutions; Why Forecast ROI?; The Tradeoffs of Forecasting; Pre-Project ROI Forecasting; Forecasting with a Pilot Program Forecasting ROI with Reaction Data

---

#### Sommario/riassunto

During the past decade, employee turnover has become a very serious problem for organizations. Managing retention and keeping the turnover rate below target and industry norms is one of the most challenging issues facing business. All indications point toward the issue compounding in the future and, even as economic times change, turnover will continue to be an important issue for most job groups. Yet despite these facts employee turnover continues to be the most unappreciated and undervalued issue facing business leaders. There are a variety of reasons for this

---