

1. Record Nr.	UNINA9910814458503321
Autore	Maheshwari Sunil Kumar
Titolo	Engage! : co-creating organizational vitality and individual fulfilment / / Sunil Maheshwari
Pubbl/distr/stampa	Los Angeles, CA : , : SAGE Publications, Inc., , 2019
ISBN	93-5388-567-1 93-5328-272-1 93-5328-273-X
Edizione	[1st edition.]
Descrizione fisica	1 online resource (329 pages) : illustrations
Disciplina	658.314
Soggetti	Employee motivation Organizational behavior
Lingua di pubblicazione	Inglese
Formato	Materiale a stampa
Livello bibliografico	Monografia
Sommario/riassunto	The salient organizational development challenge in modern times is that of building a highly engaged workforce that is committed, productive and innovative. Employees wish to give their very best at work. Organizations also make every effort to provide an atmosphere where people can do their best. However, despite intensive efforts from both sides, engagement still remains elusive. This book emphasizes the role that the employee and the institution need to play, in order to make people engagement possible. It spells out a novel engagement paradigm that starts from the fundamentals i.e. the intrinsic nature of the human being and the basic nature of organizational work in modern society. The text goes on to identify an appreciative culture and a holistic structure as the two foundational pillars that support people engagement in organizations. The engagement capabilities that are required for fulfilling the responsibilities at each organizational level are then articulated in great detail. Through numerous originally developed process frameworks, accompanied by several comprehensive organizational case studies drawn from across the world, the book illustrates how people engagement actually happens in practice. The goal is to show how organizational vitality may be seamlessly created

alongside individual fulfillment.
