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Problem Employee Management: Proactive Strategies for Human Resource Managers (Hardback)

By Willa Marie Bruce

ABC-CLIO, United States, 1990. Hardback. Book Condition: New. New.. 234 x 156 mm. Language: English . Brand New Book ***** Print on Demand *****. Written for human resources managers and executives, this book takes a pragmatic approach to a problem all organizations face, but is often neglected in management handbooks: what to do about the problem employee? As the author notes at the outset, problem employees constitute from ten to twenty percent of the workforce, yet usually require as much as eighty percent of a manager's time. This volume provides a practical guide on how to both reduce the numbers of problem employees in an organization and decrease the time required to manage them. Bruce calls for a proactive approach toward the problem employee and demonstrates field-tested methodologies for dealing with a variety of problem workplace behaviors. Particular emphasis is given to the techniques of Performance Monitoring, a technique based on Reality Therapy. Bruce also offers an extensive discussion of the advantages and limitations of Employee Assistance Programs and explains in detail legal issues associated with employee discharge for undesirable behavior. The author begins by defining the problem employee and offering examples of typical problem employee response patterns. She goes...



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