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returns. It all boils down to seven key elements, summarized by the acronym RESPECT. These are the seven things that employees really want: Recognition, Exciting Work, Security, Pay, Education, Conditions and Truth. This book taps the authors' "in the trenches" consulting experience and offers real solutions on each element of RESPECT. Written for all types of leaders—from supervisors to the c-suite—readers can pick and choose the proven solutions that are relevant to their own organizations. By weaving stories and narrative, the authors make complex information easy to understand and fun to read. In addition, RESPECT meets the demands of the global economy, offering an international perspective with corresponding cultural nuances that are critical to helping leaders manage the needs of their workforces.

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Employee turnover can be expensive, disruptive, and damaging to organizational success. Despite the importance of successfully managing turnover, many retention management efforts are based on misleading or incomplete data, generic best practices that don't translate, or managerial gut instinct at odds with research evidence. This book presents keys to diagnosing and managing employee turnover.

International expert and consultant David Maister offers a brilliant and accessible guide to every management issue at play in professional firms. Professional firms differ from other business enterprises in two distinct ways: first, they provide

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highly customized services and thus cannot apply many of the management principles developed for product-based industries. Second, professional services are highly personalized, involving the skills of individuals. Such firms must therefore compete not only for clients but also for talented professionals. Drawing on more than ten years of research and consulting to these unique and creative companies, David Maister explores issues ranging from marketing and business development to multinational strategies, human resources policies to profit improvement, strategic planning to effective leadership. While these issues can be complex, Maister simplifies them by recognizing that every professional service firm in the world, regardless of size, specific profession, or country of operation, has the

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same mission statement: outstanding service to clients, satisfying careers for its people, and financial success for its owners.□

Mastering the Mysteries of Business is an inspiring business guide for Young Entrepreneurs striving in their little or great way to succeed and create an indelible mark in the world through their enterprises and endeavors. It contains a total of 101 Powerful Business Secrets and Lessons as taught and shared by a world-class business magnate and mentor, who have had records of groundbreaking business, philanthropic and leadership achievements and awards through his tough journey (as he would describe it), to the top. Dr. Strive Masiyiwa is a firm believer that the massive array of talents

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embedded in the African continent could be harnessed to create the needed change in the world through shared-economy model entrepreneurship. This book has been highly followed and recommended by the big players of the business world as it is a careful compilation of Dr. Strive Masiyiwa's teachings and experiences in business to help entrepreneurs and business leaders excel in their enterprises.

HR metrics and organizational people-related data are an invaluable source of information from which to identify key trends and patterns in order to make effective business decisions. HR practitioners often, however, lack the statistical and analytical know-how to fully harness their potential. Predictive HR Analytics provides a clear, accessible

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framework with which to understand and work with people analytics and advanced statistical techniques. Step-by-step and by using worked examples, this book shows readers how to carry out and interpret analyses of various forms of HR data, such as employee engagement, performance and turnover, using the statistical packages SPSS (with R syntax provided), and, importantly, how to use the results to enable practitioners to develop effective evidence-based HR strategies. This second edition of Predictive HR Analytics has been updated to include new material on machine learning, biased algorithms, data protection and GDPR considerations, a new example using Kaplan Meier Survival analyses for tenure/turnover modelling and updated screenshots and examples with SPSS version 25. It is supported by a new

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appendix showing main R coding for the focal analyses approaches in the book, and online resources consisting of SPSS and Excel data sets and R syntax with worked case study examples.

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