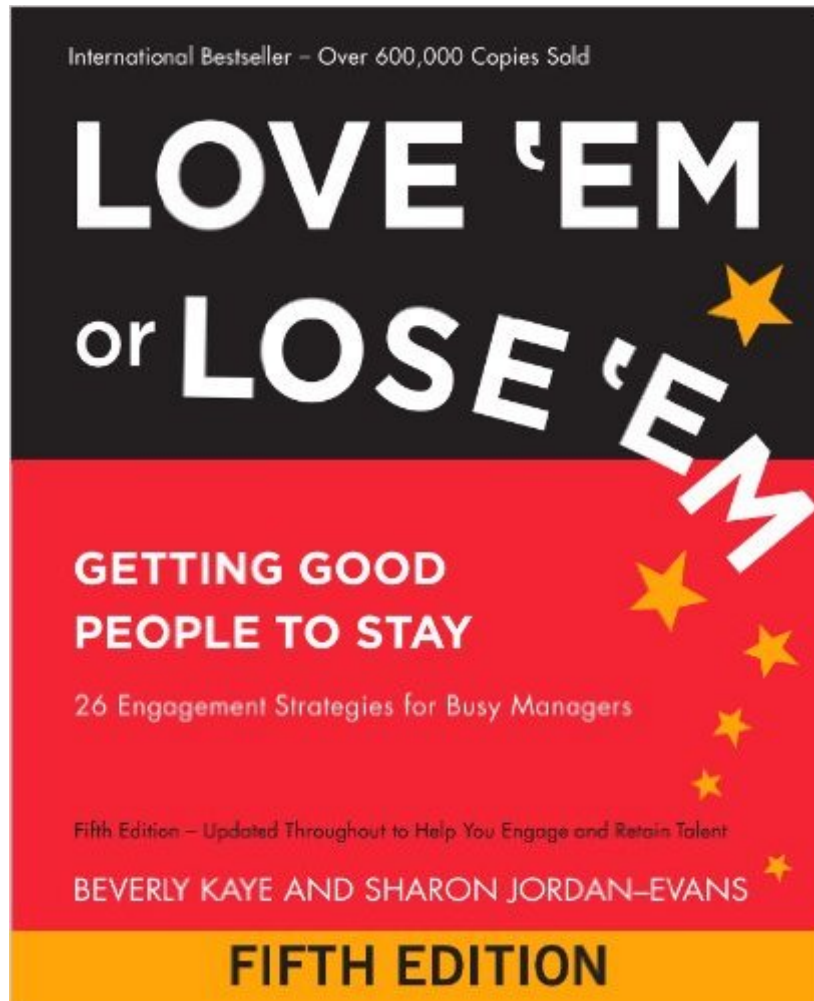


The book was found

Love 'Em Or Lose 'Em: Getting Good People To Stay



Synopsis

NEW EDITION, REVISED AND UPDATED Since employees who walk out the door cost their companies up to 200 percent of their annual salaries to replace, retention is one of the most important issues facing businesses today. And with so many surveys reporting that employees are unhappy and not working up to their full potential, engagement is a second serious and costly issue. The latest edition of this Wall Street Journal bestseller offers twenty-six simple strategies "from A to Z" that managers can use to address their employees' real concerns and keep them engaged. The fifth edition has been revised and updated throughout and includes many more international examples, reflecting the fact that *Love 'Em or Lose 'Em* is available in twenty-two languages, from Albanian and Arabic to Thai and Turkish. Its message is truly one that spans continents and cultures.

Book Information

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Average Customer Review: 4.8 out of 5 stars [See all reviews](#) (110 customer reviews)

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Customer Reviews

Based on focus group research, the authors provide extensive guidelines for managers to retain employees. The authors present 26 specific actions managers can take, using a chapter to discuss each one. Each chapter contains a 'to do' list, brief illustrative stories, examples of retention work done by the authors' for clients, excerpts from an exit interview, as well as some linkages between chapters. The book down-plays the role of money. This is okay to the extent that too many firms think money is the 'be all and end all' of retention. Money is not, but the danger is that too many firms lull themselves into thinking that since money is not the number one factor driving turnover

according to surveys, they can cut corners with compensation (often, however, with the exception of pay packages at executive levels-consider the implicit contradiction in that). Long-term, firms that pay below competitive rates reap what they sow...marginal organizational performance. In our consulting experience we find reward systems and retention are powerfully linked. The role of compensation can work in strange and mysterious ways-and sometimes not so mysterious. People are complex. We wished that the authors gave a bit more attention to the economics of retaining people. They do make the point of paying fairly and competitively in chapter 18, but the message is muted. But since this book is addressed to managers, and most managers have little-to-no meaningful influence on compensation decision-making (despite all the empowerment talk), the treatment of pay is understandable. This is a super book that focuses on the many highly important non-cash elements of retaining people. In doing so, it succeeds admirably. In short, this is a neatly organized, clearly written, how-to book.

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Love 'Em or Lose 'Em: Getting Good People to Stay Love 'Em or Lose 'Em, Fifth Edition: Getting Good People to Stay Too Good to Leave, Too Bad to Stay: A Step-by-Step Guide to Help You Decide Whether to Stay In or Get Out of Your Relationship Small Time Operator: How to Start Your Own Business, Keep Your Books, Pay Your Taxes, and Stay Out of Trouble (Small Time Operator: How to Start Your ... Keep Yourbooks, Pay Your Taxes, & Stay Ou) The Blood Sugar Solution 10-Day Detox Diet Cookbook: More than 150 Recipes to Help You Lose Weight and Stay Healthy for Life The FastDiet: Lose Weight, Stay Healthy, and Live Longer with the Simple Secret of Intermittent Fasting Your Personal Paleo Code: The 3-Step Plan to Lose Weight, Reverse Disease, and Stay Fit and Healthy for Life Wheat Belly 30-Minute (Or Less!) Cookbook: 200 Quick and Simple Recipes to Lose the Wheat, Lose the Weight, and Find Your Path Back to Health Lose the Clutter, Lose the Weight: The Six-Week Total-Life Slim Down Wheat Belly: Lose the Wheat, Lose the Weight, and Find Your Path Back to Health Dealing With Difficult People: Get to Know the Different Types of Difficult People in the Workplace and Learn How to Deal With Them (How To Win People, How To Influence People) Aloha: Love, Suite Love/Fixed by Love/Game of Love/It All Adds Up to Love (Inspirational Romance Collection) Love's Unending Legacy/Love's Unfolding Dream/Love Takes Wing/Love Finds a Home (Love Comes Softly Series 5-8) Beyond Bigger Leaner Stronger: The Advanced Guide to Building Muscle, Staying Lean, and Getting Strong: (The Build Muscle, Get Lean, and Stay Healthy Series) How To Buy And Sell Gold & Silver PRIVATELY: Must Know Strategies To Keep Your Portfolio Private, Stay In The IRS's Good Graces, Know Your Tax ... Avoice Other Forms Of Metals Like The Plague Be Bad First: Get Good at Things Fast to

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