


THE PASSIONATE ORGANIZATION

IGNITING
THE FIRE
OF EMPLOYEE
COMMITMENT



JAMES R. LUCAS

The Passionate Organization Igniting The Fire Of Employee Commitment Hardcover

John P. Meyer



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The Passionate Organization James Raymond Lucas,1999 Everyone s heard about companies that seem to have everything great products enormous capital resources reputation skilled employees advanced planning and they still fail Why Perhaps they lack passion Emphasizing big vision mutual trust and deeply held core values Jim Lucas demonstrates how to win and keep the competitive edge by thinking with the heart as well as the head He shows how a committed passionate workforce can make shifts and leaps that strategic planning alone cannot envision fight to achieve the organization s mission bring continuous improvement creativity and innovation to their work enjoy a more fulfilling life personally and professionally by committing to something greater than themselves *Organizational Dynamics* American Management Association,1999

Passionate Organization The: Igniting The Fire Of Employee Commitment James R. Lucas,1999 **On Fire at Work** Eric Chester,2015-10-20 On Fire at Work flies in the face of other books on workplace culture by showing that employee engagement isn t the ultimate goal it is merely the starting point Renowned leadership expert Eric Chester has gone straight to the source top tier leaders of the world s best places to work to uncover their best practice strategies for getting employees to work harder perform better and stay longer On Fire at Work features examples and original stories from exclusive personal interviews with over 25 founders CEOs presidents of companies like Marriott Siemens BB T Bank Wegmans 7 Eleven Hormel Canadian WestJet Ben Jerry s and The Container Store along with smaller companies like Firehouse Subs the Nerderly and Build A Bear The guiding principle is that any organization in any industry from Fortune 500 firms to mom and pop shops can learn how to bring out the very best in their employees The book s content rich research and conversational case study based narrative make it a timely actionable go to reference on employee performance and productivity for C level execs corporate and government managers HR professionals and small business owners On Fire at Work is a practical field guide that any organization can implement to build not an engaged workforce but a workforce that is on fire **Handbook of Employee Commitment** John P. Meyer,2016-09-28 A high level of employee commitment holds particular value for organizations owing to its impact on organizational effectiveness and employee well being This Handbook provides an up to date review of theory and research pertaining to employee commitment in the workplace outlining its value for both employers and employees and identifying key factors in its development maintenance or decline Including chapters from leading theorists and researchers from around the world this Handbook presents cumulated and cutting edge research exploring what commitment is the different forms it can take and how it is distinct from related concepts such as employee engagement work motivation embeddedness the psychological contract and organizational identification *Transforming Work* Patricia Boverie,Michael Kroth,2001-12-20 In this age of stiff competition and free agency no organization can afford to take its employees for granted The new labor market landscape is forcing organizations to think creatively about how to inject passion in the workplace and motivate their employees to find meaning in their work In *Transforming Work* Boverie

and Kroth draw from their extensive research and experience in the field to show executives HR professionals and students how to create inspiring employee friendly work environments in order to capture develop and retain talent and transform both the employees and the organization in the process

Engagement Is Not Enough Keith E. Ayers, 2006 Lack of employee engagement is like a cancer eating away at your organization's vital organs It saps your organization's strength directly affecting your organization's ability to achieve the levels of customer satisfaction productivity and profitability you know you could achieve Keith Ayers presents a compelling argument that the focus on engagement has failed because leaders think engagement can be bought through bonuses benefits and share options That is like trying to cure cancer with an aspirin or band aid The cure for the cancer of disengagement is for leaders to look in the mirror at the leadership they provide In this in depth exploration of the leadership skills needed to get every employee to want to perform at their best Ayers challenges leaders to stop focusing on engagement and set their sights on igniting the fire of passion in their employees

On Fire at Work Eric Chester, 2017-03-07 On Fire at Work flies in the face of other books on workplace culture by showing that employee engagement isn't the ultimate goal it is merely the starting point Renowned leadership expert Eric Chester has gone straight to the source top tier leaders of the world's best places to work to uncover their best practice strategies for getting employees to work harder perform better and stay longer On Fire at Work features examples and original stories from exclusive personal interviews with over 25 founders CEOs presidents of companies like Marriott Siemens BB T Bank Wegmans 7 Eleven Hormel Canadian WestJet Ben Jerry's and The Container Store along with smaller companies like Firehouse Subs the Nerderdy and Build A Bear The guiding principle is that any organization in any industry from Fortune 500 firms to mom and pop shops can learn how to bring out the very best in their employees The book's content rich research and conversational case study based narrative make it a timely actionable go to reference on employee performance and productivity for C level execs corporate and government managers HR professionals and small business owners On Fire at Work is a practical field guide that any organization can implement to build not an engaged workforce but a workforce that is on fire

Commitment in Organizations Howard J. Klein, Thomas Edwin Becker, John P. Meyer, 2009 First Published in 2009 Routledge is an imprint of Taylor Francis an informa company

Engaging the Hearts and Minds of All Your Employees: How to Ignite Passionate Performance for Better Business Results Lee J. Colan, 2008-08-31 Employee engagement is the cornerstone of achieving a sustainable competitive advantage In Engaging the Hearts and Minds of All Your Employees leadership expert Lee J Colan delivers the how to for inspiring your team so they deliver unparalleled value to your customers Proven at Fortune 500 companies across the globe Colan's simple but powerful formula is this meet your employees basic intellectual and emotional needs and they will perform at peak ability Their minds and hearts will be fully engaged they will be energetic and innovative and they will keep your customers satisfied and loyal To do this he equips you with the practical tools to engage employees at all levels and ignite the fire of Passionate Performance

With clear concise strategies Colan reveals how to view employees as human beings not just workers in order to fulfill their six basic needs intellectual Achievement Autonomy and Mastery and emotional Purpose Intimacy and Appreciation He gives you concrete action steps to Identify ways to eliminate barriers to achievement Define boundaries within which employees have the autonomy to do their jobs Create a compelling purpose for your team Focus resources and time to best support your purpose Answer the Fundamental Four questions that employees are always asking whether you hear them or not Create team rituals that help build intimacy Packed with proven strategies for meeting your people s needs as well as instructive examples from stellar companies including Nordstrom Southwest Airlines Toyota and General Electric Engaging the Hearts and Minds of All Your Employees is your field guide for conquering your competition one employee at a time **Employee Commitment** Deepti Kocherlakota,2017 This paper explores how organizations are intertwined with challenges put forth by todays modern workforce who is highly adventurous and passionate the means adopted by the organizations to tackle the hurdles surrounding employee loyalty towards the organization and facilitate high employee commitment This paper also helps the reader understand the evolution of the concept of employee engagement to employee commitment through birds eye view of an organization The main purpose is to understand how employee commitment binds an employee to his her organization Through secondary research the foundation of this paper has been laid The opinions expressed in this paper are based on review of various academic research papers and surveys along with crucial data obtained from the internet Through the observations made from secondary and primary data it can be established that employee engagement plays a crucial role in ensuring employees commitment Employee engagement builds a healthy relationship between the employer and the employee High employee commitment leads to organizations becoming more profitable This paper can also help determine the future trends of employee engagement in the workplace It gives a snapshot of what companies are doing right and what is it that will help them maintain their position and help them attract and retain quality talent now and in future The Soul of the Organization David B. Zenoff,2012-12-11 Given the opportunity to describe Apple as a company in just a word or two most would respond with adjectives like Innovative Design conscious Iconic Some would probably even say Secretive But here s another Soulful Yes Apple has a soul and it is not alone in that respect A select few organizations can similarly be said to exhibit similar qualities of soul that inspire passion in their employees and set them on the path to high levels of sustained organizational performance But given that most organizations are plagued by low levels of employee engagement and lackluster organizational performance how do high performing organizations do it How do they ignite and sustain employee engagement and boost individual and overall organizational productivity That is exactly the question that organizational expert David B Zenoff sets out to answer in The Soul of the Organization Based on the author s extensive experience consulting to and observing some of the best known organizations in the world The Soul of the Organization www.souloftheorganization.com journeys into eleven high performing organizations operating in both the for profit and not for

profit worlds to determine the underlying elements of soul that foster strong employee engagement at all levels What Zenoff finds in his inquiry is that organizations as different as home goods retailer Williams Sonoma and not for profit group Larkin Street Youth Services all share in common five key elements of soul that taken together are powerful forces for fostering employee engagement satisfaction and meaning And he doesn't stop once he has identified the five core elements of an organization's soul Instead he goes on to offer both a conceptual framework and a practical primer on how to leverage these key ingredients to create sustain and nourish a soul in your organization Organizations of all stripes and in all industries and domains have great difficulty motivating their workforces to demonstrate a strong commitment to giving their all in the workplace As a result these organizations overall productivity and growth are compromised and their employees cannot find meaning or satisfaction in their work If your organization struggles with sub par employee loyalty commitment and drive you will find the guidance you need in *The Soul of the Organization* a guide to infusing into your workplace that special something that engages employees drives their productivity and taps into their collective well of potential so that your organization can make its mark on the world

Organizational Commitment and Employee Performance. Factors that Promote Positive Motivational Behavior Among the Employees Micah Effiong, 2020-02 Research Paper undergraduate from the year 2017 in the subject Leadership and Human Resource Management Leadership grade A course Business Administration language English abstract The purpose of this study is to examine the relationship between organizational commitment moral or affective commitment calculative or continuance commitment and normative commitment and job performance The population of the study is made up of 300 academic and non academic staff of Ritman University Ikot Ekpene Akwa Ibom State The paper used purposive sampling for the selection of the respondents Questionnaires were distributed to the respondents for statistical analysis The study utilized linear correlation coefficient to analyze the data collected The study revealed a number of findings including there is a significant correlation between organizational commitment and employee performance there is a significant correlation between moral or affective commitment and job performance there is statistically significant correlation between continuance commitment and job performance Based on the findings some recommendations were made most importantly Nigeria University should lay more emphases on the provision of social responsibility to its workers owners society and other stakeholders Finally the success or failure of any organization depends on its workforce Adequate motivation and remuneration boost the employee moral to work harder towards achieving or accomplishing challenging task or goals

Enhancing Organizational Effectiveness Cecil Ashleigh Arnolds, 1994

Managing for Employee Commitment Ann M. Brewer, 1993-01-01 Discusses the issues involved when employees experience difficulties in the workplace and suggests mechanisms available to managers for improving employee commitment Includes case studies a bibliography and an index The author is a senior lecturer in management at the Graduate School of Business University of Sydney

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