

Motivating Strategies for Performance and Productivity: A Guide to Human Resource Development

Paul J Champagne, Bruce Mcafee



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This book reviews current theories on how to improve employee performance and shows how to adapt these strategies to specific work situations. The authors have chosen 10 currently popular performance-enhancing strategies for study, ranging from behavior modification techniques to team-based and employee participation approaches. For each strategy, they discuss the relevant theory and provide actual case studies of implementation. *AMA Journal*

In the face of ever greater competition from abroad, no issue is more important for U.S. business than improving employee effectiveness and productivity. In this volume, Champagne and McAfee offer both a review of current theories on how to improve employee performance and a guide to adapting these strategies to specific work situations. While previous studies have tended to focus strictly on theory or on step-by-step guidelines alone, Champagne and McAfee combine theory, actual company examples, and clear-cut guidelines in order to offer the human resource professional a well-rounded, comprehensive overview of workable motivation strategies and techniques.

The authors have chosen 10 currently popular performance-enhancing strategies for study, ranging from behavior modification techniques through team-based and employee participation approaches. For each, the authors discuss the relevant theory and then provide actual case study examples of their implementation. Because every situation is unique, the authors also outline ways in which particular strategies can be molded to fit a variety of situations. Throughout the book, steps that can be taken by managers to implement performance and productivity enhancing strategies, even in the absence of a formal company program, are elucidated fully. A book for managers in all kinds of organizations--from hospitals and schools to corporations and not-for-profit firms--*Motivating Strategies for Performance and Productivity* is an important contribution to the human resources literature.

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