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Tracy Maylett, Matthew Wride



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Srirang Jha, 2015 Employee Value Proposition EVP has caught the imagination of HR professionals across the globe as a determinant of organizational effectiveness In simple terms EVP can be defined as sum of all the tangible and intangible rewards benefits that employees receive for their contribution to the companies where they work Employees are more likely to contribute to organizational success by using their discretionary efforts if they perceive that their employers are willing to offer greater value in the bargain EVP has been closely linked with the overarching HR agenda of attracting retaining and engaging the highly talented employees who have the competencies to realize the organizational vision and mission This paper provides a holistic framework for applying EVP to harness human capital in contemporary organizations to gain or retain competitive advantages The authors have relied on the secondary literature to make sense of EVP in the context of current trends and practices revolving around talent management aimed at profitability and viability of the organizations in the long term **Modern Operating Models** Andria Wotring, 2021-08-06 It s time to get off the work hamster wheel discover the heart of the employee experience transform your workplace culture and spread peace love and meaningful careers This book is a blueprint to help your organization get unstuck build a team inspired to give their most meaningful

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Employer Branding for Modern Workforces Dr. Mukesh Biswas, Employer branding is no longer a luxury it's a necessity for organizations aiming to attract engage and retain top talent in a competitive market In *Employer Branding for Modern Workforces* Dr Mukesh Biswas and Dr Gurudas Bandyopadhyay provide a step by step guide to building an authentic and impactful employer brand that resonates with both employees and candidates This book explores the foundations of employer branding the role of culture storytelling and engagement and the use of cutting edge technologies to stay ahead of evolving trends Packed with actionable strategies real world case studies and practical tools it equips HR professionals and business leaders to position their organization as a workplace of choice Discover how to create a workplace where employees feel valued engaged and inspired to contribute With this book you'll learn how to craft a compelling Employee Value Proposition EVP align internal culture with external messaging and transform employees into powerful brand ambassadors By incorporating proven retention strategies recruitment marketing techniques and employee advocacy initiatives you'll not only reduce turnover but also attract high quality candidates who align with your company's values In addition to the fundamentals this book dives deep into advanced topics such as leveraging AI powered tools for recruitment optimizing candidate experiences through analytics and monitoring your brand's performance using surveys and KPIs You'll gain insights on staying competitive in today's ever changing landscape including how to adapt employer branding strategies to trends like remote work hybrid workplaces and diversity and inclusion Whether you're a seasoned HR professional or a business owner building your brand from scratch this book will empower you to lead with confidence Every chapter concludes with practical exercises worksheets and action steps designed to help you immediately implement the concepts in your organization From creating a retention branding plan to building a recruitment campaign on LinkedIn these hands on

tools ensure you walk away with strategies you can apply right away The inclusion of real world case studies and examples allows you to learn from successful companies and avoid common pitfalls Employer Branding for Modern Workforces goes beyond theory to show you how employer branding can be a driving force behind long term business success By mastering these techniques you ll elevate your organization s reputation improve employee engagement and build a workplace that is not only profitable but also people focused Don t let your company s story go untold start building an employer brand that resonates inspires and attracts the best talent in the market Transform your workplace today with Employer Branding for Modern Workforces Perfect for HR leaders CEOs managers and business owners this book is your ultimate guide to making your organization the destination for top talent and long term success *HOW TO ATTRACT NEW TALENTS* ADRIANO LUBRANO, *HOW TO ATTRACT NEW TALENTS* What is Employer Branding and what problems can it solve What do new generations expect from companies How can you attract and retain top talent This is your practical guide to structuring and implementing effective Employer Branding strategies offering tools and insights to attract engage and retain the best talent The notebook includes the Employer Branding Model and takes readers through the steps needed to develop a distinctive value proposition for future talent the Employee Value Proposition with actionable advice on applying it to communication efforts including the creation of effective job postings **Give & Get Employer Branding** Bryan Adams, Charlotte Marshall, 2020 **Building Employee Value Proposition for Attracting and Retaining Talent in Large Organisations in South Africa** Shih-hwa (James). Chen, 2011 The Employee Experience Tracy Maylett, Matthew Wride, 2017-01-30 Ever notice how companies with the best service also have the happiest employees That s no accident Do you want to build a strong successful organization Start by ignoring your customers Really Instead focus first on creating a better employee experience or EX Your employees interact with customers make them smile and carry your brand message from the warehouse to the front lines If your employees are having a great experience so will your customers In The Employee Experience employee engagement pioneers Tracy Maylett and Matthew Wride reveal the secrets not only to attracting and retaining top talent but to building a deeply engaged workforce the foundation of organizational success With deep insights into the dynamics of trust and mutual expectations this book shows that before you can deliver a transcendent customer experience CX you must first build a superlative EX With real world examples and more than 24 million employee survey responses Maylett and Wride reveal a clear consistent pattern among the world s most successful organizations By establishing a clear set of expectations and promises collectively known as the Contract and upholding it consistently employers can build the trust that leads to powerful engagement Whether in business healthcare education sports or nonprofit these organizations are consistently more successful and more profitable enjoy sustainable growth and win the battle to keep today s rarest resource talented people Blending rigorous research detailed case studies in depth interviews and expert insights The Employee Experience will teach you to Make the employee experience a core part of your strategy

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