



# Managing The Problem Employee

**Glenn Shepard**



## **Managing The Problem Employee:**

Managing the Problem Employee Edward Roseman,1982 Identifies common employee problems and recommends specific actions to remedy them and restore productivity **Managing the Problem Employee** Canada. Transport Canada. Management Advisory and Employee Counselling Service, Personnel,1976 **The Complete Idiot's Guide to Dealing with Difficult Employees** Robert Bacal,2000 Provides managers techniques such as intervention and arbitration to maintain a productive working environment despite problem employees and discusses ways employees can effectively communicate with difficult bosses and co workers *How to Manage Problem Employees* Glenn Shepard,2010-12-30 There was a time when people were committed to working hard and being productive in the work force Today however some workers have an entitlement mentality and the labor pool includes some people who don t want a job just a paycheck In response to this trend Glenn Shepard has written *How to Manage Problem Employees* This comprehensive book will tell you how to set new hires up for success structure compensation packages to maximize their involvement and work ethic deal with problem areas before they become bad behavior and motivate slow and often unmotivated employees You ll learn the different personality types and how to handle specific manifestations of each including gossiping back stabbing direct confrontation hypochondriacs breaking the chain of command and sarcasm as well as how to terminate employees while staying on solid legal ground *From Losers to Winners* V. Clayton Sherman,1987 Managing problem employees is costly legally risky frustrating and essential for every company **Managing the Problem Employee** Canada. Transport Canada. Personnel Planning and Programs. Counselling Testing & Research. Counselling Services,Transport Canada Counselling Services,1983 *Managing the Problem Employee* Ray Puffitt,1994-09-01 **Bad Apples** Terrence Sember,Brette Sember,2009-05-18 Unlike other career books this book offers managers a team focused approach to neutralizing a not so pleasant or productive working atmosphere Instead of isolating the one problem employee relevant teams are considered as part of the solution The result Solutions stick and there s less likelihood of the bad apple ruining the bunch Complete with situational advice and case studies taken straight from the trenches this simple and straightforward guide teaches managers how to Calm down combatants Motivate wasters Silence gossips De arm backstabbers Convince passive aggressives to open up Teach narcissists the importance of the team This book helps managers decide what the right course of action is whether it means chastising negative behavior encouraging positive outlooks separating certain folks creating teams for success giving employees warnings and or firing the ones who are pretty much rotten through and through This book is essential reading for any manager looking to ensure a pleasant productive and fruitful work environment **Dealing With Problem Employees** Amy Delpo,Lisa Guerin,2023-12-26 Manage employee problems legally and effectively *Managing Difficult People* Marilyn Pincus,2004-10-08 Don t Let Negaholics Rule Your Workplace As a manager you re sandwiched between the pressure of senior executives and the demands of your own staff memebers The last thing you need is an unruly employee

whose chronic negaholic attitude upsets your office appplecart and affects the morale of your entire staff Managing Difficult People gives you the tools you need to cope with all kinds of difficult employees From sneaky slackers to resident office tormentors this handy guide cuts to the chase helping you identify and deal with specific personality types such as The Bully The Complainer or Whiner The Procrastinator The Know It All The Silent Type The Social Butterfly The No People Skills Person The Rookie The Overly Sensitive Person and The Manipulator Problem Employee Management Willa M. Bruce,1990-05-07 Written for human resources managers and executives this book takes a pragmatic approach to a problem all organizations face but is often neglected in management handbooks what to do about the problem employee As the author notes at the outset problem employees constitute from ten to twenty percent of the workforce yet usually require as much as eighty percent of a manager s time This volume provides a practical guide on how to both reduce the numbers of problem employees in an organization and decrease the time required to manage them Bruce calls for a proactive approach toward the problem employee and demonstrates field tested methodologies for dealing with a variety of problem workplace behaviors Particular emphasis is given to the techniques of Performance Monitoring a technique based on Reality Therapy Bruce also offers an extensive discussion of the advantages and limitations of Employee Assistance Programs and explains in detail legal issues associated with employee discharge for undesirable behavior The author begins by defining the problem employee and offering examples of typical problem employee response patterns She goes on to offer a theoretical explanation of the causes of problem behavior in the workplace and demonstrates why traditional remedies generally do not improve performance Two chapters introduce effective methods for dealing with the problem employee Performance Monitoring is discussed in detail as are methods for dealing with particular types of problem employees such as substance abusers those involved in family crises and employees with health related problems Turning to situations that require outside help Bruce provides a step by step procedure for both establishing an Employee Assistance Program and utilizing an existing one Directions for training supervisors to handle problem employees are provided Because the experience of managing a problem employee can be an extremely difficult one Bruce provides a technique for helping the manager reduce stress understand transition and formulate a personal plan to survive the impact of the problem employee Finally Bruce explains the legal rights of the employee the supervisor and the organization presents relevant court decisions and shows the manager how to work within the law when employee discharge becomes the only option *Managing Difficult Employees* Joseph Koob,2008 This book is about what YOU as a manager and leader bring to the table It addresses two key questions Is your leadership conducive to a positive work environment with few personnel concerns and when concerns do arise are you prepared to handle them effectively and efficiently The first part of this book focuses on avoiding difficulties through knowledgeable and inspired leadership Part II of this work will demonstrate how to apply your personal strengths and your management and leadership skills to working successfully with difficult personnel concerns and in difficult situations *How to Manage*

*Problem Employees* Glenn Shepard, Glenn Shepard Seminars, 2003      **A Survival Guide to Managing Employees from Hell** Gini Graham Scott, 2007 All managers get saddled with problem employees from time to time what sets great managers apart is how they deal with them Drawing from real life stories this helpful and humorous guide provides readers with practical advice for handling a wide range of difficult types including The Impossible Is Incompetents Idiots and Imbeciles clueless employees who simply don't know what they're doing The Bull in the Office China Shop the frequently angry worker ready to confront anyone and everyone The Party Time Performer the employee who although great with people constantly turns work time into fun time I've Got a Problem employees whose work is compromised by any of a range of personal demons from drug and alcohol problems to emotional issues From whiners and wastrels to the needy and nefarious this book gives readers the tools they need to handle any type of difficult employee      Managing Difficult Employees Joseph E. Koob II, 2019-09-16 Managing Difficult Employees is the culminating book of Dr Joseph Koob's WORK TRILOGY which includes Succeeding with Difficult Coworkers and Succeeding with Difficult Bosses Managers Leaders face difficult situations with DIFFICULT people YOU can make a difference Empower yourself as a leader by developing the knowledge and skills to develop the best team you can It is about Integrity Respect for Others Knowledge of Self and more than anything Understanding and Caring about your team members This book addresses what you can do as a leader to create a work environment that fosters positive personnel development ideally preventing difficulties arising with your employees in the first place AND What you need to know and do to deal with concerns that do arise This book gives you the knowledge skills and tools to lead effectively in difficult circumstances It will help you develop a positive work environment that supports your team members so that fewer concerns arise and it will provide a foundation for you to deal successfully with difficulties that do occur Be a leader of people not just a manager going through the motions It is your choice Then you will have a team that you can be proud of and you will have people who are proud to have you as a leader      **How to Manage (or Terminate) the Problem Employee** Robert Lapp, Professional Education Systems, 1985      Management Problems Gustav Theodor Schwenning, 1930 This volume consists of a group of addresses delivered in 1929 and 1930 dealing with industrial issues of national importance and with fundamental management principles Henry P Kendall tells what the Kendall organization has done to guarantee the continuity of its business and the regular employment and improvement of the living conditions of its labor Other essays are by members of the faculty of the University of North Carolina at Chapel Hill Originally published in 1930 A UNC Press Enduring Edition UNC Press Enduring Editions use the latest in digital technology to make available again books from our distinguished backlist that were previously out of print These editions are published unaltered from the original and are presented in affordable paperback formats bringing readers both historical and cultural value      **Dealing With Problem Employees** The Editors of Nolo, 2025-12-03 Manage employee problems legally and effectively Every workplace has occasional problems with employees This book is packed with the legal and practical information you need to

handle all kinds of issues from small corrective actions to major problems that put your company at risk It provides proven techniques and immediate solutions to help you quickly and legally investigate problems and complaints lay the groundwork for termination handle severances and references prevent discrimination and other types of lawsuits avoid hiring problem employees in the future stop bullying and harassment and create policies for remote employees The 13th edition is completely updated to reflect the latest employment laws in every state It provides sample policies forms and checklists to help you at every step     An Honest Chance Marvin Franklin, 2002-04-09 You can contrary to popular opinion take the stress out of managing problem employees An Honest Chance assists every manager by offering five steps to help deficient employees acclimate or leave thus improving the work environment for everyone Productivity and morale will go up Employee lawsuits and discrimination cases will go down Unsatisfactory workers will leave more quickly Good workers who just seemed to be problems will become productive Every now and then we find that a dilemma is resolved by something so simple so natural that we feel it has been familiar to us our entire life That is how managers react when reading the Five Phases of working with problem employees Sooner or later almost every manager has at least one troublesome employee someone who can undermine the organization s effectiveness and perhaps the manager s own career Five Phase Awareness has been used by thousands of managers who discovered the key to success They learned how to recognize which phase an employee is in then proceed immediately to the next step with confidence The Five Phases guide every move Short case studies taken from real life situations help the reader identify the subtleties and variations     **Production Executives' Series** ,1926

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