



The Ultimate Advantage: Creating the High-Involvement Organization (Joint Publication in the Jossey-Bass Management Series and t)

Edward E. Lawler

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Offers an integrated overview of just how an organization must be designed to realize the full potential of high-involvement management. Details the types of management and reward systems, leadership behaviors, job design, and training programs that make high-involvement organizations really work at such thriving companies as Hewlett-Packard, General Electric, and Xerox. Shows how to implement such specific practices as work teams, skill-based pay, gainsharing, and improvement groups.

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