



# Why Employees Don't Do What They're Supposed To Do and What To Do About It

By Ferdinand F. Fournies

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## Why Employees Don't Do What They're Supposed To Do and What To Do About It By Ferdinand F. Fournies

Invaluable." --SUCCESS. "In simple, straightforward language, Fournies offers practical solutions to the problems of employee performance ... [This book] should be on the desk of anyone who manages others."--ENTREPRENEUR. THE TOP 10 REASONS EMPLOYEES DON'T DO WHAT THEY'RE SUPPOSED TO DO:

10. They don't know why they should do it;
9. They don't know how to do it
8. They don't know what they are supposed to do
7. They think your way will not work
6. They think their way is better
5. They think something else is more important
5. They think they are doing it
4. They are punished for doing it
3. They are rewarded for not doing it
2. It's beyond their personal limits
1. No one could do it

This book tells you how to avoid or handle each situation—and the 6 other reasons that comprise the total list of reasons employees don't do their jobs. Universally praised and a perennial best seller, this book made The New York Times business bestseller list in early 1998--10 years after it came out! Why? Competition to attract and keep good employees is fiercer than ever. Today's employers need the no-nonsense people-management skills this book teaches. Based on real experiences of 25,000 managers surveyed by a Columbia Graduate School of Business professor, this results-oriented guide--newly updated for today's changing workplace--provides proven, straightforward methods that work on real jobs, in real businesses, in the real world. This updated edition also gives you new input from 5000 additional managers, plus more help with temp workers, service industries, flex time, computers, telecommuting, stress, and safety!

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### Editorial Review

From the Back Cover

**The essential management survival tool with all new data from more than 5,000 managers.**

The sheer common sense in this classic resource is what every generation of managers is thirsting for and that's one key reason the book is a *New York Times* Business Bestseller a full ten years after its original publication. Drawing on new findings from 5,000 managers, *Why Employees Don't Do What They're Supposed to Do* is abundantly expanded to address such new workplace issues as flex time, retaining good employees, telecommuting, workplace stress, technology, the proliferation of service industries, increased use of temps, and violence in the workplace. The solid, down-to-earth, and easily accessible advice in this book makes it a true desk-side companion.

"Invaluable." *Success*.

"In simple, straightforward language, Fournies offers practical solutions to the problems of employee performance ... [This book] should be on the desk of anyone who manages others." *Entrepreneur*

"A practical, results-oriented guide for every VP, manager, supervisor, foreman, and small-business owner ... The practical advice provided here is applicable to all kinds of jobs at all levels ... It is an essential resource of innovative, practical ways to achieve optimum employee performance." *Business Opportunities Journal*

"Straightforward answers to a question managers have asked themselves time and time again ... Fournies's book delivers what his title promises." *Shop Talk*

"A fresh management approach to getting better results." *Association Management*

"A practical, down-to-earth book that should help managers improve employee performance." *Communications Briefing*

### About the Author

Ferdinand F. Fournies, internationally recognized consultant, speaker, and professor at Columbia's Graduate School of Business is now retired.

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