

## CIPD Reading List – Employee Engagement

### Books

- 1 BRIDGER, E. (2014) Employee engagement. London: Kogan Page.
- 2 COLLINS, J. (2001) Good to great: why some companies make the leap and others don't. London: Random House.
- 3 COOK, S. (2008) The essential guide to employee engagement. London: Kogan Page.
- 4 HOLBECH, L. and MATTHEWS, G. (2012) Engaged: unleashing your organization's potential through employee engagement. San Francisco, CA: Jossey Bass.
- 5 MARCHINGTON, M., WILKINSON, A, DONNELLY, R. and KYNIGHOU, A. (2016) Human resource management at work. 6th ed. London: Chartered Institute of Personnel and Development. (Especially Chapters 7, 12 and 14.)
- 6 SMYTHE, J. (2013) The velvet revolution at work: the rise of employee engagement, the fall of command and control. Farnham: Gower.
- 7 TAYLOR, S. and WOODHAMS, C. (eds). (2016) Human resource management: people and organisations. 2nd ed. London: Chartered Institute of Personnel and Development.
- 8 TRUSS, C., DELBRIDGE, R. and ALFES, K. (eds). (2014) Employee engagement in theory and practice. Abingdon: Routledge. (See especially chapters by Schaufeli, Sparrow, Guest, and Alfes et al).

### Online resources.

- 1 ACAS. (2014) The people factor: engage your employees for business success [online]. London: Acas. Available at: <http://www.acas.org.uk/index.aspx?articleid=3408> [Accessed 19 October 2015].
- 2 ALFES, K., TRUSS, C. and SOANE, E. (2010) Creating an engaged workforce: findings from the Kingston Employee Engagement Consortium Project [online]. Research report. London: Chartered Institute of Personnel and Development. Available at: [www.cipd.co.uk/hr-resources/a-z](http://www.cipd.co.uk/hr-resources/a-z)
- 3 CHARTERED INSTITUTE OF PERSONNEL AND DEVELOPMENT. (2015) Employee engagement [online]. Factsheet. London: CIPD. Available at: [www.cipd.co.uk/hr-resources/a-z](http://www.cipd.co.uk/hr-resources/a-z)
- 4 CHARTERED INSTITUTE OF PERSONNEL AND DEVELOPMENT. (2011) Sustainable organisation performance: what really makes the difference? Final report [online]. London: CIPD. Available at: [www.cipd.co.uk/hr-resources/a-z](http://www.cipd.co.uk/hr-resources/a-z)
- 5 CHARTERED INSTITUTE OF PERSONNEL AND DEVELOPMENT. (2010) Voice and engagement: how does collective consultation contribute? [online]. Research insight. London: CIPD. Available on the HR and L&D database at: <http://www.cipd.co.uk/hr-resources/database-search.aspx>
- 6 HOPE-HAILEY, V., SEARLE, R. and DIETZ, G. (2012) Where has all the trust gone? [online]. Research report. London: Chartered Institute of Personnel and Development. Available at: [www.cipd.co.uk/hr-resources/a-z](http://www.cipd.co.uk/hr-resources/a-z)
- 7 MACLEOD, D. and CLARKE, N. (2009) Engaging for success: enhancing performance through employee engagement [online]. London: Department for Business, Innovation and Skills. Available at: <http://www.engageforsuccess.org/wp-content/uploads/2012/09/file52215.pdf> [Accessed 19 October 2015].
- 8 PURCELL, J. (2014) Disengaging from engagement. Human Resource Management

Journal. Vol 24, No 3, July. pp241-254. Available at: <http://www.cipd.co.uk/hrresources/online-journals.aspx>

9 RAYTON, B., DODGE, T. and D'ANALEZE, G. (2012) [Employee engagement]: the evidence [online]. London: Engage for Success. Available at: <http://www.engageforsuccess.org/wp-content/uploads/2012/09/The-Evidence.pdf> [Accessed 19 October 2015].

10 ROBINSON, D., PERRYMAN, S. and HAYDAY, S. (2004) The drivers of employee engagement. Brighton: Institute for Employment Studies. Summary available at: [www.employment-studies.co.uk/pubs/summary.php?id=408](http://www.employment-studies.co.uk/pubs/summary.php?id=408) [Accessed 19 October 2015]

11 ROBINSON, D. and GIFFORD, J. (2014) The future of engagement: thought piece collection. Brighton: Institute for Employment Studies. Available at: <http://www.employment-studies.co.uk/system/files/resources/files/e4s0514.pdf> [Accessed 19 October 2015].

12 STALLARD, M. (2015) Connect to engage. TD (Talent Development). Vol 69, No 4, April. pp48-52. Available at: <http://www.cipd.co.uk/hr-resources/online-journals.aspx>

13 TRUSS, C., SHANTZ, A. and SOANE, E. (2013) Employee engagement, organisational performance and individual well-being: exploring the evidence, developing the theory. International Journal of Human Resource Management. Vol 24, No 14, July. pp2657-2669. Available at: <http://www.cipd.co.uk/hr-resources/onlinejournals.aspx>

14 WEFALD, A. and DOWNEY, R. (2009) Job engagement in organizations: fad, fashion or folderol? Journal of Organizational Behavior. Vol 30, No 1, January. pp141-145. Available at: <http://www.cipd.co.uk/hr-resources/onlinejournals.aspx>

15 WEST, M. and DAWSON, J. (2012) Employee engagement and NHS performance [online]. London: The King's Fund. Available at: <http://www.kingsfund.org.uk/sites/files/kf/employee-engagement-nhs-performance-west-dawsonleadership-review2012-paper.pdf> [Accessed 19 October 2015].

#### Journal articles

1 BETTELLEY, C. (2015) Formula for success. Employee Benefits (supplement). March. pp4-7.

2 GUEST, D. (2014) Employee engagement: a sceptical analysis. Journal of Organizational Effectiveness: People and Performance. Vol 1, No 2. pp141-156.

3 KUMAR, V. and PANSARI, A. (2015) Measuring the benefits of employee engagement. MIT Sloan Management Review. Vol 56, No 4, Summer. pp67-72.

4 MACEY, W. and SCHNEIDER, B (2008) The meaning of employee engagement. Industrial and Organizational Psychology. Vol 1, No 1, March. pp3-30.

5 SMART, F. (2015) Hit a wall? Change the rules of engagement. Workspan. Vol 58, No 6, June. pp46-50.

#### Websites

1 [www.acas.org.uk](http://www.acas.org.uk) Website of Acas (Advisory Conciliation and Arbitration Service)

2 [www.cipd.co.uk/hr-topics/](http://www.cipd.co.uk/hr-topics/) Links to CIPD resources on 60 topics covering HR and L&D including factsheets, research, surveys, books, courses and more

3 [www.employment-studies.co.uk](http://www.employment-studies.co.uk) Website of the Institute for Employment Studies

4 [www.engageforsuccess.org](http://www.engageforsuccess.org) Website of the Engage for Success movement

5 [www.ipa-involve.com](http://www.ipa-involve.com) Website of the Involvement and Participation Association