

## BOOK REVIEW

### ***Employee Engagement for Everyone: 4 Keys to Happiness and Fulfillment at Work***

**Kevin Kruse**

**Publisher:** Kruse Group, The; 1 edition

**ISBN-10:** 0985056428

**ISBN-13:** 978-0985056421

Much has been written about employee engagement. A general perception about "employee engagement" is that it is only for Fortune 500 companies, the 'idea-lab' of best practices. Gallup's 2013 State of the American Workplace report indicates that 20 percent of America's approximately 100 million full-time employees are actively disengaged. Another 50 million (50%) workers are not engaged. Gallup research also shows that this active disengagement is costing the U.S. an estimated \$450 billion to \$550 billion annually. And, the situation is no better anywhere else too.

But how can employees become more engaged? It's not just the company's "problem to solve," Kevin Kruse says in "Employee Engagement for Everyone." He makes it clear that good engagement is the responsibility of both, the company management and the employee himself. There are clear steps for everyone, including employees themselves, which can be taken to make work more enjoyable and fulfilling. This is a logical yet ground-breaking idea that, I think, may prove very helpful in making the workplace better without waiting for anyone's permission rather encouraging everyone to create it. Kruse deftly and succinctly walked me through the four "keys" foundation concepts and got me thinking about my own level of engagement with reflection activities and assessments.

Unlike most books on employee engagement, filled with paragraph after paragraph of theory, this one goes right to the heart of the matter. The book is brief, precise and thorough. This book is not written for professors but for supervisors, managers and employees everywhere. It demystifies the process of Employee engagement and cuts it into bite sizes. This book explains how important employee engagement is for the profitability of the company and the happiness and health of employees.

The book is structured in such a way as to immediately reinforce each point as it is made and to encourage the reader to really think about each point and how it relates to his own situation. There are ample "how to" examples that can be easily and quickly implemented. If you like quizzes, there are plenty of them in this book--all to help you gain greater insight and to know what to do to boost your happiness and fulfillment at work.

In my opinion, 'a perfect book' for busy employees, who want to know what they can do right away to bring more positive energy into their work. This book is a keeper.

**Rahul Agarwal**

Sr. Lecturer Amity Business School, Amity  
University Rajasthan, Jaipur