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## Dealing With The Whiners

**'Bad Apples' talks about how to handle disgruntled employees; not to fire them, but influence their thoughts and channelise into productive ways**

**By**

Despite its rather ambitious subtitle, *Bad Apples* (Viva Books) bears some realistic notions of employee management. A bad apple, says the book, is a disgruntled employee who emits negative vibes all the time. He or she may be just a whiner or a real trouble maker, whose actions can have a rub-off effect on other employees, too. The book tells you how to handle such people; not to fire them, but how to influence their thoughts and channelise into productive ways. It lists a number of ways to decode the socio-psychological reasons behind their sour behaviour, and clinically examines each reason. A bad apple, though a misfit in this profession, may also be a genius in some other areas. In such cases, a job switch within the firm can save the person as well as the company.

On the flip side, some of these cases and solutions could be familiar to us. Moreover, the authors, Brette Mcwhorter Sember and Terrence J. Sember, seem to have ignored some major hiccups in employee management such as employees genetically lethargic. Well, a small book like this cannot answer all. That said, this is a good read for all HR practitioners and business executives because of its humane approach to employee management.

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