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INDUSTRY RECRUITERS

THE BEST WORK WITH US

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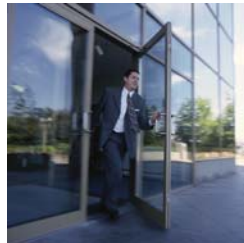
Volume 9 Issue 3

THE BEST WORK WITH US!

Why Do People Leave Their Job?

Experience-Based Retention

- *Is it because of money?*
- *Benefits?*
- *The fact they believe there are no real opportunities for them at the company?*



While many might argue about which of the above has more impact on whether or not a person decides to jump ship, attempting to identify the main overall culprit is probably the least productive approach to increasing retention. Why? Because while studies may show that one factor carries more weight than another, those same studies also show that **all** of the factors have the ability to influence people to some degree.

So that means by focusing solely on the main culprit – whatever it might be – your retention plan is only as good as the number of people in your company who are primarily affected by that factor. Which means that it's nowhere close to being 100% effective.

People and situations

Are you going to retain every person you hire? Of course not.

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Recent Direct Placements

Staff Accountant, Business Development Representative, Inside Sales Assistant, and Office Assistant

Current Searches Include: Accounting Specialist, Controller, Engineering Change Administrator, Sales Representative, and Insurance Producer

If you know of anyone who is seeking Professional Employment please have them contact us at 1-866-240-5150, via e-mail at Info@SpecializedStaffingInc.com or visit our website at www.SpecializedStaffingInc.com

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Employment Laws You Should Know

Adverse Employment Action is any action taken by an employer that negatively affects an employee's job, for example, demotion, firing, discipline or failure to promote. In most employment discrimination cases, the employee will have to prove that the employer took some sort of adverse employment action in order to win.



Affirmative action includes efforts by employers to remedy past discrimination in the workplace or an industry by making a special effort to hire women or members of certain minority groups. Most private employers are not required to conduct affirmative action, and in fact, may violate the law by doing so. Government employers and contractors, in contrast, are often required by law to institute affirmative action programs.

Bona fide occupational qualification ("BFOQ") is a job requirement, such as a specified age or sex, or the ability to lift a certain weight, that is potentially illegal because it excludes a protected class of people, but which is proven to be in good faith and legal under the circumstances. The successful use of a BFOQ defense is rare.

Contact your legal representative for more information and/or clarification.

Great Managers Remove Obstacles

"Managing is the art of getting things done through and with people in formally organized groups. It is the art of creating an environment in which people can perform as individuals and yet cooperate towards the attainment of group goals. It is the art of removing blocks to such performance."



~ Harold Koontz



April

April's employee of the month is **Tina Cossaboom**. Tina has been an employee since February. Her supervisor said: Tina told us in her interview that she basically did everything at her old employer: we have found out that she can do everything she said she could do and more! With Tina's background and personality she took on new tasks without missing a beat. She has proven herself to her coworkers and they are so thankful to have her in their court; she is making their job so much easier. She understands the process and completes the tasks in a timely and pleasant manner. Tina is one of a kind and we are very glad she came to us!

May

May's employee of the month is **Christina Sereday**. Christina works in Butler and has been an employee since June. Her supervisor commented that "Christina exemplifies all of the qualities an employer looks for in a staff team member. She is trustworthy, reliable, diligent, hard-working, personable and always goes the extra mile. She is an invaluable asset to our services team and we are fortunate to have her on board."

June

June's employee of the month is **Pam Richeal**. Pam has worked for us since May of 2008! Pam's supervisor said that she is an "All around multi-tasker, hard worker and dedicated to detail. Pam goes the extra mile without being asked. She is motivated and a great asset to our team."

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The key is to retain those people you *want* to retain, those employees who make a difference and contribute a tremendous amount to the company in numerous ways. And in order to retain those superstar employees, you have to consider what kind of **experience** you're providing to them.

Life is nothing more than a series of experiences, and people respond to them in a rather predictable fashion. They strive to avoid negative experiences, and they tend to gravitate toward positive ones. That rule certainly applies to people. After all, people provide an experience, don't they? I'm sure you could identify people in your life who provide negatives experiences and people who provide positive ones.

Which ones do you try to avoid?

The same holds true for an employment situation. If people aren't receiving a positive experience in their job, they're going to try to find a new one. The challenge is to ensure that they're receiving that positive experience. However, there are two aspects of this challenge to keep in mind:

Experiences are very **person-specific**. In other words, what one person believes is a positive experience might not be the case for another person. Employees are not apt to come right out and tell you what constitutes a positive experience for them. Unless you have a very outgoing and highly communicative person on your team, you'll have to gather that information yourself.

Productivity and profitability

As you might imagine, there are many different components to an experience, especially an employment experience. The good news is that there are ways to not only account for all of them, but also to ensure that you're addressing them in a way that will create positive experiences with your team and increase retention.

In future issues, we're going to identify and discuss these different components, how they affect the overall employment experience and why, and how your understanding of them can help you to maximize the productivity – not to mention the profitability – of your team.

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Candidate Selection Tools

Specialized is able to offer many pre-employment selection tools to ensure you are hiring the best employee. These tools include Skill Assessments, Background Checks, Drug Screens, and Driver License Checks. Specialized provides user-friendly, on-line skill assessments to allow you to accurately determine a prospective employee's proficiency. Skill Assessments can be purchased individually or in groups. We also understand the importance of thoroughly screening candidates and have partnered with AppChek to provide cost effective solutions so our customers can ensure the safest and most productive working environments. All of this is done right from your office!

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