

MOTIVATION

MAKING EVERY EMPLOYEE AN ASSET

Have you ever hired an employee with a solid history, perfect qualifications, and great references from past employers, just to have the person quit or seem uninterested in producing in a short time? For many organizations staff is the biggest expense; but it can also be the most unreliable 'purchase'.

With the right mix of ability, training, and a company culture that is motivating, even an unskilled employee can become your biggest asset.

Consider the following ideas:

Establish/Reevaluate Goals - Goals should be bite-sized, and achievable, but still challenging.

Workload vs. Compensation - A healthy balance in this area produces maximum results. A common employee complaint is that they are always taking on more responsibility without recognition or growth within their position.

Job Enrichment - This theory of motivation empowers employees and gives them the opportunity to use the range of their abilities. Assign challenging tasks that are visibly important to the success of your firm; evaluate, give feedback, and encourage.

Give Employees a Voice - Involve your staff in operations meetings and hear their ideas. Sharing the responsibility of development with employees establishes a sense of personal responsibility. Encourage cost saving and efficiency building ideas and reward employees if implemented.

Make Progress Fun - Offer incentives for continual success/progress. 'Safety Bingo' has been used by production facilities to encourage injury prevention. Consider organizing pot lucks for staff and clients.

Meet with the Employee 1-on-1 - Speak directly with them about their performance, how they feel they are achieving the organization's goals, and ask for suggestions. Many employees appreciate a manager that respects them and cares about their success. Get to know your employees.

MONEY SPENT IN THE COMMUNITY... STAYS IN THE COMMUNITY!!!

A national news organization recently published an article that examined the cities with the #2 worst and best unemployment rates. At the time of publication, **MERCED HAD THE SECOND HIGHEST UNEMPLOYMENT RATE IN THE NATION!**

As an employee of the only locally-owned private staffing service in Merced, this article was shocking.

Especially when considering hiring employees, it is important to consider where your money is being spent.

Employees and vendors based locally spend their money locally, which leads to a stronger local economy.

Consider a community that is off the map to national companies; export only, no imports. Every dollar spent circulates within the community.

In contrast, Merced is a city with many medium and small companies cutting back where they can to stay above water, competing with out-of-town companies in a climate where very few dollars are being spent anyway.

National competition exists in almost every industry, and often national companies can offer you a lower price and deliver a product or service in a shinier package; but it comes with a price.

This is all very common sense stuff, but I contend that our community can be small and successful if these principles are considered by all local entities when making purchasing decisions.

MINIMIZING RISK

Everyone agrees it's important to lock the doors at closing, get security alarms, and use anti-virus programs, but has your company considered background checks for your employees?

The law provides that "anyone applying for a license, employment or as a volunteer working with children, the elderly or disabled" may be fingerprinted for a thorough background check.

I spoke recently with a manager who hired a qualified receptionist who was targeted in an investigation resulting in a sting and arrest at the manager's office. They may or may not have been a qualified business to require fingerprinting, but the application process is simple enough to request the right.

Are your clients at risk working with your employees? Foods processors will often background check every employee including sorters because of terrorism concerns.

Although background investigations will only thwart employees who have a record, some positions warrant the extra step.

THE BUSINESS CENTER by TOCONIS has partnered with L-1 Identity Solutions to offer fingerprinting and background check employment services at our office. Candidates can be screened through the Department of Justice and FBI databases to find criminal history information.

Since the potential losses and risks are so great, if implementing these services protect your business just one time it is definitely worth it.

CANDIDATE CORE

MEET THE PEOPLE WHO MEET THE DEMANDS OF TOMORROW

Administrative

Sara has over ten years experience in Administrative positions with 2 ½ years of increasing responsibility in lending. She is very organized, computer literate, and can type almost 80 WPM.

Customer Service

Rochelle has a very professional demeanor and a solid work history including four years of heavy telephone customer service. She is bilingual (English/Spanish) and has exceptional communication skills.

Language Specialists

Jessica is bilingual in English and American Sign Language. She has over a year of experience doing specifically interpretation via Sign Language and over four years of customer service. She is a fast-paced worker who enjoys working with diverse groups of people.

Bhawani is fluent in English, Hindi, and Punjabi. Bhawani has extensive experience in sales, customer service, and dispatching. He has owned his own company and has a great personality.

Vang is fluent in English and Hmong. He has great customer service skills and has over four years experience as a face-to-face sales representative. He has long-term experience with every position he's held, and also has experience in window installation, warehousing, and cashiering.

General Labor/Warehouse

Jenard is a very dedicated candidate with a great attitude for work. Recently relocated to Merced, he was an order selector in a very fast-paced refrigerated warehouse for seven years. He is HVAC certified and has experience on forklift.

Yazid has long-term experience in maintenance, warehouse, general construction, and property management. He has great work ethic and is immediately available for any assignment.

Janitorial/Maintenance

Richard is a pleasure to work with whose attention to detail makes him successful in janitorial and maintenance positions. He has experience specifically in restaurant, office, and gas station maintenance.

Plumbing Assistant

Jose has over eight years experience working with Residential and commercial plumbing including maintenance, general repair, and construction/installation. He is bilingual (English/Spanish) and has proven his dependability.



HR Questions, Ideas for Staffing Times?

Have a particular topic you would like to see discussed in STAFFING TIMES?

Please email

michael.smith@toconis.com.

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