



WOMEN & RECRUITMENT

ADVERTISING FEATURE

Finding and keeping critical staff

WE HAVE over the past months faced many frustrated clients lamenting the difficulty of finding and keeping quality people in the business, largely around employment equity and internal development of scarce skills as engineers and accountants.

We have frequently engaged with executives on how to attract and retain the critical skills where employees are being head hunted on a regular basis.

Our experience has brought out a few key principles in this tough area of human resources management. This matter cannot be dealt with on a piecemeal basis; there are too many variables, and too many short term needs.

Whatever solution is determined, there are positive and negative consequences – the decision must be based on what consequences the particular organisation can best live with.

Some of the issues that need to be addressed are:
Attracting the right people: It is short-sighted to suppose that people only move for money, or that they last out the interviewing process because of it.

Good people want personal recognition, and the opportunity to make a difference. Most importantly they need to feel proud of their decision to join a company. Your brand as a supplier and reputation as an employer is central to attracting the right people.

Selecting the right people: The company must take care to choose the type of person that will add value, both technically and by the way they fit into the team. Competency based assessment in isolation from the fit of the person in the culture and zest of the organisation is short-sighted and dangerous. The best technical skills will make no difference to the company if that resource cannot work with other employees. We have dealt with far more complicated labour relations issues over fit rather than competency.

Retention: We have learnt that people are attracted by money, but are retained by a sense of worth and accomplishment. It is important for an organisation to invest emotionally in its resources. Management style and organisational structure and constant communications around issues such as status intentions, organisational structure, and constant communications around status, intentions and performance assists in bringing people into the organisation's psychological boundaries.

A mix of short-term and long-term financial incentives also provides essential motivation for retention.

– Article by Maura Jarvis, Associate Director at Work Dynamics



Maura Jarvis, (left) an associate director at Work Dynamics, says that when companies are looking for a new employee they must take care to choose the type of person that will add value, both technically, and by the way they fit into the team. She says that Work Dynamics has dealt with far more complicated labour relations issues over fit rather than competency.



To optimise recruitment decisions of our clients we offer:

- A full validation service, including:
 - Remuneration benchmarking, to align the attraction process
 - In-depth psychological and competency assessments to support the decision-making
 - Social and legal verification
- A professional coaching support service to assist in integration
- A powerful team of HR specialists to back up the talent attraction process through:
 - retention programmes and strategies for clients
 - Innovative labour relations and performance management practices

Our delightful team of ladies, supported by a tolerant team of male colleagues, let it be known! offer you energy, enthusiasm and a wealth of experience, a data base of exceptional candidates, but most of all a passion for service excellence.

In short, we do not do transactions with your business, we are a partner to your business.

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