

Measured Success! Raising the Bar in HR

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MY HOLIDAY WISHLIST

By Virginia, Human Resource Director

Where has the year gone! I had hoped to complete so many projects this year but the daily tasks that I need to complete always push those projects aside. So I havent made much progress on any of them. This year, instead of a "to do" list Im making a wish" list. Lets see . . . in my dream world I am wishing for . . .

1. I wish my organization would undergo strategic planning so our team could work toward common goals and objectives. A strategic plan would give me the information I need to help employees understand how their daily work impacts the overall organizations goals and objectives.
2. Current job descriptions are so outdated - I wish all employees had an up-to-date job description that clearly reflected the essential functions of the job, mental and physical demands, working environment, and knowledge, skills and abilities needed to perform the job. Recruiting would be much easier and we would be in compliance with the ADA. It would be so nice to have a clear picture of workflow and reporting relationships!
3. Our current performance appraisal process is such a nightmare! If I could have a way to help supervisors objectively determine who has been naughty and who has been nice - there would be no telling what the team could do!
4. It seems like everyone is on a different pay scale depending on the supervisor and no one has the same incentive plan. I want to be able to explain to employees how they are paid and how they will be rewarded using incentives. The system should be easy to understand, competitive with market rates, and provide a fair system for everyone to make compensation decisions.
5. Just in time training or training for trainings sake is not getting us anywhere. Employees are frustrated . . . Supervisors are frustrated. We need a systematic approach to assessing our training needs, linking those needs to the goals of the organization, and ensuring implementation of the skills that have been learned.
6. Paperwork, paperwork, paperwork. If only I could reduce the amount of time I spend processing paperwork and answering employee questions on benefits. It would be nice to have an affordable and robust HRIS that would help me manage employee information, make reporting easier, and reconcile benefit statements on a monthly basis. I bet an HRIS would give me so many options - even ones that I dont even know about.

Even if I could just complete one of these projects next year, we would be making great progress. Ill try again this year . . . I can still dream!

Virginia

What is on your wish list for this holiday season? May you receive the gifts you have been dreaming of. If your wish list looks like Virginias, call HR Consultants, Inc. . . . we can help your dreams come true!

HAPPY HOLIDAYS!!

SPECIAL OFFER

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