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100% Effective Natural Hormone Treatment
Menopause, Andropause And Other Hormone Imbalances
Impair Healthy Healing In People Over The Age Of 30!

What do Employees Really Want?

By Megan Tough

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A major problem for business owners and employers today is getting the best employees and then keeping them. Sounds easy, but any employer will tell you that these activities take up the most time and have the biggest impact on business results. So how do you go about retaining the good people once you've found them?

Understanding what your employees want from a workplace sounds like a logical place to start. After all, if you know what your employees are after, you simply need to provide it and all will be well. This is a great theory, but research shows that employers are not that successful at identifying what their employees actually want. In fact there is a significant disconnect between the things that employees say are important to them, and how highly employers rank those same things.

This survey first came out in 1946 in Foreman Facts, from the Labor Relations Institute of NY and was produced again by Lawrence Lindahl in Personnel magazine, in 1949. This study has since been replicated with similar results by Ken Kovach (1980); Valerie Wilson, Achievers International (1988); Bob Nelson, Blanchard Training & Development (1991); and Sheryl & Don Grimme, GHR Training Solutions (1997-2001).

When asked to rank a list of ten criteria, the employees and managers/owners ranked them very differently:

WHAT EMPLOYEES SAY THEY WANT (in order)

- 1.Full appreciation for work done
- 2.Feeling `part' of things
- 3.Sympathetic help on personal issues
- 4.Job security
- 5.Good wages
- 6.Interesting work
- 7.Promotion/growth opportunities
- 8.Personal loyalty to workers

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- 9. Good working conditions
- 10. Tactful discipline

WHAT MANAGERS THINK EMPLOYEES WANT (in order)

- 1. Good wages
- 2. Job security
- 3. Promotion/growth opportunities
- 4. Good working conditions
- 5. Interesting work
- 6. Personal loyalty to workers
- 7. Tactful discipline
- 8. Full appreciation for work done

- 9. Sympathetic help on personal issues
- 10. Feeling 'part' of things

What does this mean if you are an employer or a manager in business today?

Frequent pats on the back will go a long way towards making your employees more satisfied at work. Happily, it's not always about the money.

Megan Tough, director of Action Plus, works with small business professionals who are ready to do more than 'just get by'. Increase your income – decrease your stress! To learn more and to sign up for more FREE tips and articles like these, visit www.megantough.com

The Importance Of Happy Employees

By Judy Piccaro

Have you ever walked into a business establishment and been immediately struck by a negative, tense atmosphere? Sure you have! And did you do what most of us do? Stand there in the hopes of getting someone's attention – shifting from foot to foot and clearing your throat only to be met with a stony silence and averted faces! Finally you speak up in the hopes that one of the employees in your line of vision will respond. Ah! Here comes one now! Plastered on his/her face is a long-suffering look of "if I must then I will help you"! This is NOT a "happy" employee.

How an employer appreciates and treats his employees is reflected in their attitudes. Savvy employers know that contented employees are an integral part of a successful business. Happy employees make loyal employees. And loyal employees are an essential basis of excellent customer service.

A knowledgeable employer respects and encourages the uniqueness of each individual in their employment. He/She relishes the diversity that each person's special talents bring to the business. This type of employer encourages a continual learning process for their employees and provides a friendly environment for them to thrive. Contented employees are productive, dependable and

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trustworthy.

Happy employees excitedly welcome new and challenging responsibilities.

A business comprised of contented employees flourishes. Each employee recognizes that he/she contributes to its success and feels that he/she is a part of the team. And, of course, when a business is lucrative the employer with real know-how rewards her/his employees accordingly.

So, how does your business rate? Is there a welcoming, friendly atmosphere? Would a newcomer hear laughter and see smiling, cheerful faces? Would a prospective customer know immediately that they were important and be made to feel so?

Happy, loyal employees will be 100% dedicated to your customers and what more could an employer want!

Assistant to the President – The Tab Store

Honesty, Integrity, Values,

Unparalleled Customer Service



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