

APPOINTMENTS

MAKING OPPORTUNITIES KNOCK ON YOUR DOOR

Employee Engagement survey

Kansas State University research has found support for the view that employees who are engaged in their work, including higher levels of vigor, dedication and absorption in daily activities, also have better moods and are more satisfied at home.

The research was presented by Clive Fullagar, professor of psychology, Satoris Culbertson, assistant professor of psychology, and Maura Mills, graduate student in psychology, Manhattan, at this year's Society for Industrial and Organizational Psychology annual conference in New Orleans. Satoris Culbertson said:

"Our research indicated that individuals who were engaged in positive experiences at work and who shared those experiences with significant others perceived themselves as better able to deal with issues at home, became better companions and became more effective overall in the home environment."

The study followed 67 extension agents over two weeks to determine the relationship between daily work engagement and work-to-family facilitation. The participants completed two surveys each day - one at the end of the working day and the other before going to bed for the night. They also undertook a separate survey at the start of the two-week period and another at the end. According to Satoris Culbertson, stress at work

and stress at home interact in both directions. The results suggest that engagement is significantly related to daily mood, and that mood also positively correlates with work-family facilitation. Both work engagement and work-to-family facilitation vary considerably from one day to the next.

"Just because an employee might not be invigorated or dedicated to his or her work on a Monday doesn't mean he or she won't be engaged on Tuesday or vice versa," said Culbertson. "Additionally, one's work can

facilitate things at home to a different extent depending on the day and what has happened on that particular day."

Stressing that engagement refers to positive work involvement rather than more negative forms of job involvement like workaholicism and work addiction, which have different effects on home lives, Culbertson said:

"Work addicts, or workaholics, have been shown to experience higher levels of work-family conflict. On the

contrary, our study showed that higher levels of engagement were related to higher levels of work-family facilitation rather than conflict." She believes that organizations can build on these findings and intervene in the workplace arguing that it is important for organizations to help employees to balance work and personal lives.

"Practically, our results indicate that engagement is controlled by situational factors that are manageable by the organization," Culbertson added.

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Candidate should possess Credit passes in Maths and English along with the ability to communicate effectively in English and Sinhala/Tamil. An outgoing personality coupled with a positive outlook are key prerequisites for this position.

Applicant should be young, dynamic, self-motivated and result-oriented personalities within the age group of 22 to 26 years. The ideal candidate should have a minimum of two years selling experience in a similar capacity.

Store Keeper

The selected candidate must possess G.C.E.(A/L) qualification with full qualifications in Material Management, coupled with a minimum of 3 years work experience.

- Possessing good MS EXCEL Skills will be an added advantage
- Aged below 35 years.

KLEVENBERG (PVT) LTD.

Klevenberg (PVT) Ltd. another vital cog in our group, is the sole distributor of Lucas Automotive products UK and other leading brands. The company has a retail outlet in the automotive hub of Sri Lanka and has a network of over 400 Dealers in the spare parts business.

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- Suitable candidate must possess G.C.E.(O/L) with pass in English & Mathematics
- Minimum 2 years experience in Auto spares industry

Candidate must have good communication skills, the ability to work under stress and achieve company goals, a flair for sales and the ability to meet assigned sales targets. Successful candidates should be able to work in a team with a minimum of supervision using their own initiatives and be able to work in any part of the island.

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The power system division commenced its operations in 1996. The division is the main distributor for world renowned FG Wilson generators imported from the U.K. Due to the expansion in the sales division we require a sales engineer to promote our generator business.

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Applicant must possess good knowledge of power generators along with the technical capability and a minimum 5 years experience in selling Generators and machinery. A B.Sc. in Electrical Engineering or NDT qualification is essential. Ability to work on AutoCAD will be an added qualification.

Aged below 40 years, candidate must be computer literate with an outgoing personality, have a knack of winning over customers and be prepared to work long hours and travel outstations when required. Good contacts among Electrical Engineers, Architects and Consultants will be advantageous.

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Retail Manager - Agro Browns Centers

Location: Outstations

Selected candidates will be set numerous challenges ranging from achieving set targets, maintaining high standards of inventory management, providing an excellent customer service to the rapid development of regional business.

- A minimum experience of at least two years in handling Agriculture Engineering Equipments and extensions
- Experience in dealing with Financial Institutions on vehicle leasing is essential
- Sound knowledge in territory management will be an added advantage
- Educational qualifications - GCE A/L ■ Age below 35 years
- They must have the ability to provide Rs. 200,000/- as a security deposit.
- Candidate should have a motorcycle of his own.

Trainee Retail Managers

The ideal candidate should possess G.C.E.(A/L) with pass in English & Mathematics in G.C.E.(O/L) examination. Aged below 27 years.

CORPORATE DIVISION

Financial Analyst - Managing Director's Office

Should be a young, dynamic and smart person with full/part qualifications in CIMA/Chartered Accountancy with 3 - 4 years accountancy related work experience including Credit and Risk Management. Exposure to trade credit administrative functions would be a definite advantage.

Responsibilities:

- The job will entail co-ordination and follow up of all work under purview of the GMD/CEO, including correspondence and handling of projects independently.
- He/She would analyze, interpret divisional and subsidiary accounts; develop and present MIS reports.
- Study systems, processes and make recommendations for improvement.

Applicants should be able to work independently, with skills in analytical problem solving, report writing and communication to deal speedily with all situations with the ability to liaise between multitudes of institutions/organizations and work in a computerized environment. Excellent MS Excel skills are an essential prerequisite. Aged below 35 years.

Accounts/Management Trainees - Finance Division

The ideal candidate must possess part qualification in CIMA or Chartered Accountancy. Note: Browns is Certified as ICASL Article Signatories.

LEGAL DIVISION

Executive Secretary - Group Legal & Group Secretarial

We require a young lady to work in the legal office, who has ambition and drive to be the best in her position. She should have a pleasant personality, be presentable and very conversant in English. Excellent organizational capabilities, coupled with the ability to work independently are essential prerequisites.

Requirements:

- Secretarial qualification from a recognized institution with minimum 3 years work experience in a secretarial capacity ■ Work experience in a legal and company secretarial environment will be an added advantage ■ Strong writing skills along with excellent command of the English Language ■ Maintaining confidentiality is essential for her position ■ Proficiency in use of office packages, Word, Excel, Power Point etc. ■ Excellent PR skills.