

the SUNDAY TIMES

EMPLOYMENT TIMES

MAKING OPPORTUNITIES KNOCK ON YOUR DOOR

Most Senior Employees Never Stop Working

A recent poll of executives and professionals by MRINetwork, a major international search and recruitment organization found that the majority rarely stop working. Typically, they worked evenings, weekends, and during their commute. Many believed that their employers were responsible for creating the situations that lead to overwork.

70% of 500+ people surveyed said the organizations they worked for did not do a good job at fostering a work/life balance. 65% of participants in the poll were frequently still working after normal office hours, a further 19% worked 'sometimes', 9% occasionally. Only 5% said they never did so.

Michael Jalbert, president of MRINetwork, commented:

"They often feel they have no choice but to work as much as it takes to meet management's expectations. More enlightened managers, however, are beginning to realize that the X and Y generations are much more committed to forging a balanced life than the retiring baby boomers. This will inevitably lead to a reevaluation of the performance requirements of individual positions within many companies, especially as the younger generation moves into higher management levels."

"A number of factors influence the rising number of people whose work day extends far beyond the traditional hours," Michael Jalbert said. "Obviously technology that makes staying connected almost anywhere in the world effortless is a significant contributor. And for many people that's led to an almost compulsive need for 24/7 interaction."

He noted that many organizations were understaffed. "Most people simply have more work to do than they can accomplish in eight or even ten-hour days. In some cases, working overtime has masked the need to hire more mid-to-upper-level employees. If the work is getting done satisfactorily, senior management may not be aware of gaps in their workforce."

But many employees love what they do. "The greater their interest and commitment to the work they do, the more they seem to work - even when it's not required of them. To these people, the ability to stay connected to their work via a variety of technological devices is an asset rather than a liability."

Michael Jalbert notes that, especially for telecommuters, there is a blurring of the distinction between being 'at work' and 'off work'. "As much as employees value flexible work schedules, this arrangement can also encourage working more and playing less."

Setting Boundaries Between Work and Home

E-mail, text messaging and cellphones make it so easy to keep control of your work from home. But a study by Michigan researchers in 2003 found that people who integrate their work and family life are not always happier.

Ellen Kossek, a professor of Labor and Industrial Relations at MSU, found that people who create boundaries between work and family are actually more connected to their families than those who integrate their jobs and personal lives.

"We need to realize that it is OK to shut work out of our personal lives," said Kossek. "It's counter intuitive, but spending more time specifically on work may actually help you spend more quality time with your family."

Kossek and her collaborators - Professors Susan Eaton of Harvard University and Brenda Lautsch of Simon Fraser University - surveyed 95 supervisors and over 300 of their employees. They studied how separating or integrating work with family obligations impacted workers' happiness, time at work and performance. The survey revealed that managers who integrate tend to have more work and fami-

ly conflict than those who separate.

"Work can take over our personal lives," said Kossek. "If you're working from the family computer in the middle of the family room, your kids see you at work and don't understand why you're physically there, but mentally you're someplace else."

"An easy way to begin to tell if you are an integrator or a separator is to ask, do you have one calendar or two? Do you have one key chain or two? Your ability to put up boundaries to your work and family may be able to help improve your happiness."

hrmguide.com

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Wanted Well Experience Qualified Heavy Plastic Injection Moulding Machine (Operator/Engineer) with High Skills in Mechanical and Electrical Work to Polonnaruwa District STM. 13604, 644, Colombo.

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The British School in Colombo

63, Elvitigala Mawatha, Colombo 8.

Chevron Lubricants ...

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Performance Management

Chevron has a structured process for evaluating and documenting performance. The process creates a line of sight linkage between individual contributions and the performance goals of the business. It is a way for the employee and supervisor to plan, manage and document performance on the job. It provides employees direction so that they can do the right thing to achieve results. It also gives supervisors measurable data on which to base pay, selection and promotion.

Compensation and Benefits

Our compensation and benefits approach allows us to attract, retain and motivate a highly-competent workforce. Our philosophy is to provide compensation and benefit programmes that are competitive on an aggregate basis, and to tie remuneration to enterprise, business unit and individual performance.

Training and Development

This is yet another process that the company handles differently to most companies. At Chevron, this process begins with a discussion between the supervisor and employee to identify training needs; this is then discussed at the Personnel Development Committee, which is a platform for discussions on personnel-related matters, and approved for HR to plan its training calendar. Training is just one component, the other being development initiatives which can vary from exposure to overseas markets, development assignments or cross posting.

The company's Training and Development is very individual focused and aimed at developing competencies. The organization has developed detailed training plans for all levels of the organization. The HR division of the company is therefore focused with regards to playing the coordinating role through proper implementation and reporting.

Leadership Development

The role of leadership plays one of the most important elements in an organization. If one does not have proper leaders one cannot expect good workers. The company's workforce development team spends a vast amount of resources to conduct structured leadership development programmes which primarily focuses on the theoretical aspects with regards to the values and leadership skills that Chevron expects.

Employee Engagement - Reward and Recognition

The company has developed numerous employee engagement activities which have been successful in developing the spirit of team building. An initiative of the MD/CEO Mr. Kishu Gomes the company's Sports Club includes members which represent all levels of the organization and has become the platform to build sound employee relationships. Through structured programmes such as the Star Awards Night, Employee of the Year Award etc., which provides individuals, rewards and recognition that, have become key elements of the organization.

In conclusion, Mr. Nanyakkara said, HR is only one element, other business units contribute equally. HR cannot function in isolation and should not be considered a policing function it is a 'business partner' that works together with other BU's for overall success.

Accounts Assistant - Female

A leading Electronic manufacturing Company (BOI approved) in Sri Lanka with the Head Office in Switzerland, is looking for a self-motivated and intelligent individual for immediate recruitment to fill the above vacancy.

Qualifications/ Experience

- Intermediate qualification in ICASL / ACCA / CIMA or AAT passed finalist Minimum 2 years experience in similar capacity.
- Fluent in English with computer literacy.
- Ability to meet deadlines with minimum supervision.
- Working experience in ERP software will be an added advantage.
- Age below 25 years.

Salary - attractive & negotiable

Please forward the CV with two non-related referees to reach the following address within seven working days of this advertisement.

CCS Lanka (Pvt) Limited
Baseline Road , Daluwakotuwa
Kochchikade (Negombo).
E-mail: personnel@ccslanka.lk
Fax: 031-4870933
Web: www.ccsholding.com

Driving the way towards the Miracle of Asia

Our organization is primarily involved in Logistics, Project Management, Planning & Implementation and Procurement Research

We are looking for dynamic, self motivated, energetic individuals willing to work on contract basis, for the Southern Expressway Construction Project from Galle to Matara

An attractive remuneration package based on qualifications and experience will be on offer to the right candidates:

Project Manager

The Project Manager will be responsible for Planning, Organizing, Administering and Supervising day-to day activities at site. He shall be a Civil Engineer with B.Sc or equivalent with a minimum 08 years experience out of which at least 04 years of experience in Design and Construction Supervision of Highways / Bridges.

Quantity Surveyor

The Quantity Surveyor will assist the Project Manager. He shall be B.Sc Degree holder in Quantity Surveying or equivalent with minimum of 05 years experience out of which minimum 02 years experience in Road projects.

Site Engineer

Site Engineer will be responsible to the Project Manager for the day to-day Supervision of Construction. He shall be a B.Sc Civil Engineer or equivalent with minimum of 04 years experience out of which minimum 01 year experience in road Supervision Work.

Surveyor

The Surveyors will be responsible to the Project Manager for the site survey work, and carry out setting out of works. He shall be a Licensed Surveyor with 05 years minimum experience in Survey Work.

Draughtsman

Shall possess the Draughtsman Apprentices Certificate of the Government Technical College, with CAD experience and Two Passes at the GCE (A/L) in one sitting.

Clerk / Data Entry Operator

Shall have passed the GCE (O/L) in 06 subjects with 04 Credit Passes including Mathematics and Language and Literacy in Computer Applications MS OFFICE.

Driver

Shall possess minimum of 3 years experience in driving vehicles in the category of 4WD. Apply with Police and Grama Niladhari certificates.

Please submit your complete resume via registered post with names & contact details of 2 non-related referees within 14 days from the publication of this advertisement.

Please indicate the position applied for on the top left hand corner of the envelope.

Chief Executive Officer



Lanka Logistic & Technologies Ltd,
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The person whom we are looking for should have

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Should be below 55 years.

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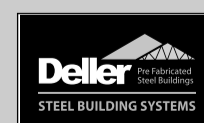
The position demands a very high degree of management and communication skills includes proven track record of meeting the challenges in handling successfully a large work force.

An attractive remuneration package with performance based incentives commensurate with qualifications and ability will be offered to the most successful candidate, including a Co. maintained car

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