

Employee involvement is creating an environment in which people have an impact on decisions and actions that affect their jobs. Employee involvement is not the goal nor is it a tool, as practiced in many organizations. Rather, it is a management and leadership philosophy about how people are most enabled to contribute to continuous improvement and the ongoing success of their work organization.

My bias, from working with people for 35+ years, is to involve people as much as possible in all aspects of work decisions and planning. This involvement increases ownership and commitment, retains your best employees, and fosters an environment in which people choose to be motivated and contributing. It is also important for team building.

How to involve employees in decision-making and continuous improvement activities is the strategic aspect of involvement and can include such methods as suggestion systems, manufacturing cells, work teams, continuous improvement meetings, Kaizen (continuous improvement) events, corrective action processes and periodic discussions with the supervisor.

Intrinsic to most employee involvement processes is training in team effectiveness, communication, and problem solving; the development of reward and recognition systems; and frequently, the sharing of gains made through employee involvement efforts.

Employee Involvement Model

For people and organizations that desire a model to apply, the best I have discovered was developed from work by Tannenbaum and Schmidt (1958) and Sadler (1970). They provide a continuum for leadership and involvement that includes an increasing role for employees and a decreasing role for supervisors in the decision process. The continuum includes this progression.

Tell: the supervisor makes the decision and announces it to staff. The supervisor provides complete direction. Tell is useful when communicating about safety issues, government regulations and for decisions that neither require nor ask for employee input.

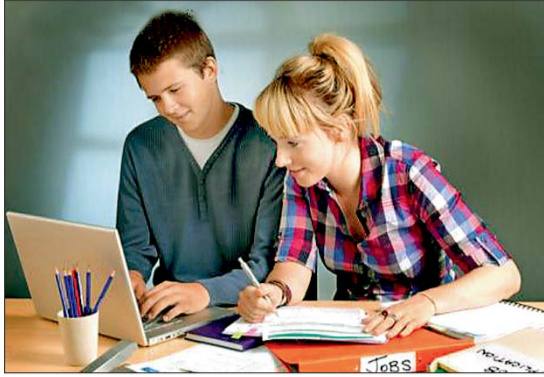
Sell: the supervisor makes the decision and then attempts to gain commitment from staff by "selling" the positive aspects of the decision. Sell is useful when employee commitment is needed, but the decision is not open to employee influence.

How and when to empower people

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Consult: the supervisor invites input into a decision while retaining authority to make the final decision herself. The key to a successful consultation is to inform employees, on the front end of the discussion, that their input is needed, but that the supervisor is retaining the authority to make the final decision. This is the level of involvement that can create employee dissatisfaction most readily when this is not clear to the people providing input.

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VACANCIES

We are an ISO certified leading Auctioning, Valuation & Real Estate Brokering Company, looking for dynamic, talented, team spirited and self motivated Professionals to serve in the organization in the following capacities.

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Full or partly qualified in CIMA/ICA/ACCA or equivalent. Minimum of 05 years related experience. Quick Books professional experience, good communication skills in English. Advanced knowledge of MS Excel, Word and Power point. Male or Female age below 45 years.

Job Profile

Responsible for overall Management and control of financial activities of organization including all tax payments. Manage ledger accounts, monitor receivables and payables and related cash controls. Ensure that reliable and transparent financial information and monthly statements are submitted to the Management. Preparing final accounts and handling all audits and ensure statutory and regulatory compliance etc. Attend Auctions when needed.

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Minimum A/L qualified females below 40 years, Secretarial qualification with minimum 05 years related experience. Very good communication skills in English and Sinhala. Computer literate with MS Word & Excel is compulsory & experience in administrative work is an advantage. Should have a pleasant and pleasing personality.

Job Profile

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Managing Partner/CEO

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email:schokman@samera1892.com

Vacancies



We are an institution serving the financial industry for more than two decades. We require for immediate engagement a System Administration Executive with the following qualification & experience.

Systems Administration Executive

This role demands a skilled individual who can organize and manage our ICT infrastructure and adopt to the changing requirements of the bureau. The ideal candidate must be a dynamic proactive person who could plan out and achieve set goals on given time lines. He must be well conversant with the latest technologies in networking and must be able to manage a heterogeneous ICT environment in Microsoft Windows and Linux platform.

Qualifications

- ❖ Diploma in IT from a reputed institution
- ❖ Cisco Certified Network Associate (CCNA)
- ❖ Microsoft Certification (MCSE / MCP)

Experience

- ❖ Preferably minimum 2 years of post qualifying experience in a financial sector institution.

General Term

- Remuneration : Negotiable.
- Age : Below 30 years.
- Other benefits : EPF, ETF, Special Payment, Leave encashment, Medical Insurance etc.
- Selection : Through Interviews. The Bureau reserves the right to call only the short listed applicants.

Interested individuals are requested to forward a comprehensive curriculum vitae together with copies of certificates and names, addresses & contact details of two non-related referees under registered cover to reach the following address on or before 10th May 2011.

The General Manager

CREDIT INFORMATION BUREAU OF SRI LANKA

148, Vauxhall Street, Colombo 02.

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Innovation, effectiveness and efficiency, timely decision-making and, above all, being proactive towards industry/market trends have been our competitive edge. We seek to attract the best professional talent to our teams to enhance our performance and achievements.

GENERAL MANAGER - FINANCE

- > Reporting to the Director Finance, the successful candidate will be responsible for planning and implementing financial management policies of the company
- > Should be a member of at least one professional accounting body, such as ICASL, CIMA or ACCA
- > Experience in the manufacturing industry in a similar capacity is essential
- > Age below 40 years

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- > Reporting to the Director Human Resources, the successful candidate should be self motivated, dynamic and dedicated to implementing the Human Resource policies of the company
- > Preferably with a Degree from a recognised University/Diploma in HR Management from IPM/ NIBM/ or equivalent qualification
- > Minimum of 05 years in a similar capacity preferably in the manufacturing industry
- > Age below 45 years

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