



APPOINTMENTS

MAKING OPPORTUNITIES KNOCK ON YOUR DOOR

Employee Engagement and positive work



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 individ-

uals 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 dif-

ferent 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 balance work and personal lives.

"Practically, our results indicate that engagement is controlled by situational factors that are manageable by the organization," Culbertson added. "Generating high levels of engagement among workers has a positive impact on the work-family interface."

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TASTE THE FLAVOUR OF KFC SUCCESS!

KFC is the Sri Lanka's largest Quick Service Restaurant chain with a culture that develops unprecedented team environment which motivates success. As part of our rapid expansion plan we are looking for energetic leaders with the right attitude and the focus to inspire our young team of professionals.

Head of Operations

With aggressive nation-wide growth plans we are looking for a high caliber, performance driven individual who can participate actively in the growth of KFC.

- ☐ Below the age of 35 with minimum 10 years experience in the restaurant or hospitality industry.
- ☐ Committed to run, manage and control the smooth operation keeping a strong belief about bringing constant innovation and change in the company.
- ☐ Strong people management and development skills.
- ☐ Excellent knowledge and international experience in food and retail business with hotel school qualifications would be an added advantage.

Senior Restaurant Manager

We are looking for leadership at every level and as a Senior Restaurant Manager you will be responsible for supporting and leading your team in the smooth running of your restaurant.

- ☐ Below the age of 30 with minimum 5 years experience in the restaurant or hospitality industry.
- ☐ With energy, confidence, flexibility and problem solving skills as well as strong communication skills in English.
- ☐ Hotel School qualifications would be an added advantage.

Benefits

Competitive remuneration packages with exposure to full Management Training and fantastic career opportunities.

Management Trainees

We are looking for energetic, committed and innovative young individuals who enjoy working in a challenging and fast changing restaurant environment.

- ☐ Below the Age of 28.
- ☐ Posses a Diploma in Hospitality Industry or Retail.
- ☐ Good Communication Skills in English, Sinhala / Tamil and Computer Literacy are essential. A flair for public relations and friendly disposition in dealing with people are desirable traits.

Hostess

We are looking for Cheerful, friendly, Enthusiastic young females Must be "Kids Specialist" who has a deep understanding of restaurant operations. She has to exceed the customer expectations each and every time. She would be the Brand Ambassador for KFC Play World.

Ideal Candidate,

- ☐ Below the Age of 25 with minimum of 2-3 years in restaurant or hospitality industry.
- ☐ Passed GCE (O/L) with Pass for Maths and English.

Crew Members

You just have to be,

- ☐ Between the Age of 18 -25.
- ☐ Geared with GCE (O/L) qualifications with passes in English and Maths.
- ☐ Fluent in English and Sinhala or Tamil.
- ☐ Willingness to work in Colombo district.

For the first four positions you can send your resume with the position applied for marked on the top left hand corner of the envelope to reach us before 27th January 2010. You can also mail your application to jobs@cargillsceylon.com

For Crew Member position you can walk-in for interviews to the below mentioned address from 18th January to 22nd January 2010 from 9.00 am to 1.00 pm.



CARGILLS (CEYLON) PLC



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