

New employee training - Is it worth the investment?

Getting off on the right foot

Many companies provide some sort of introductory training or orientation for most of their new employees. It may take the form of an older employee assigned to show the new employee "the ropes." Or it may be left to the HR department or the individual's new supervisor to show them where the coffee pot is and how to apply for time off.

Many organizations, especially in government and academia, have created new employee training that is

designed, exclusively or primarily, to provide mandated safety familiarization. Yet some companies in highly competitive industries recognize the value in New Employee Orientation (NEO) that goes much farther. They require several weeks or even months of training to familiarize every new employee with the company, its products, its culture and policies, even its competition.

There is a measurable cost to that training, but is it worth it? Let's look at some of the issues.

Some Background Facts

The technology in the workplace is changing very rapidly and companies that can't keep up will drop out of competition. The American Society for Training and Development (ASTD) reports that less than \$1500 per employee was spent for training in 1996. The largest part of that (49 percent) was spent for technical and professional training. Only two percent was spent for New Employee Orientation and three percent on quality, competition and business practices training.

Reasons To Not Do New Employee Training

Even at the less than \$1500 per year for training an employee we reported above, it is still a cost. For some companies, especially those with traditionally high turnover, it can be a major expense. If your profit per employee is less than \$1500, it would be difficult to convince the stakeholders that training is justified. Besides, we all know it is the responsibility of the school system to train people to be workers. And it is the worker's responsibility to

learn how to do a job so they can get hired.

Why Do New Employee Training

Not surprisingly, all the reasons not to train new employees (except cost itself) are actually reasons to do that training. If you have high turnover, training new employees will make them more productive. They will feel better about themselves and the job.

Please turn to page 6

How High?

Raising the bar on expectations and performance. That is what our business is all about. For we are particular about performance, where the exceptional continuously shine. If you are ready to leave the safety of the ground for a career that can take you sky high, come talk to us.

The largest bra pad supplier in the South Asian region, Silueta is a design-to-delivery solution provider for bra pads. Silueta is also the exclusive global manufacturer of patented silicone sew-free technology. Servicing global brands such as Victoria's Secret, Marks & Spencer, Nike and LBI, our Research & Innovation teams develop innovative products that redefine quality for our customers.

Silueta is a division of MAS Intimates, the intimate apparel arm of MAS Holdings, Sri Lanka's largest apparel exporter with an annual turnover of USD 800 million. We have set our sights for an exciting future, and are looking for dynamic and result oriented individuals to excel in an environment of innovation and continuous improvement. We want proven team players ready to go the extra mile and achieve the best.

Industrial Engineering Executives

You will utilize resources, monitor production, identify areas of improvement and implement cost effective projects.

You will have GSD/MTM knowledge, and either hold a Bachelors Degree with 2-3 years experience, or 4-5 years experience in a similar capacity.

QA Executives

You will work to achieve set first-time-through targets to ensure approved quality levels. You will verify accurate maintenance of AQL reports and quality audit reports in order to ensure that all procedures for quality assurance are accurately captured and presented, make suggestions and minimize recurrence of quality issues.

You will hold an Engineering Degree in Textile & Clothing with 2 years work experience in a similar capacity.

Production Executives

You will plan and monitor set targets and coordinate with other departments to assure maximum utilization and efficiency in production. You will also maintain health and safety conditions for employees.

You will hold a Degree in Textile Clothing/Manufacturing/Engineering/Mathematics with 2 years work experience in a similar capacity.

Production Engineers

You will provide solutions for technical problems in production and ensure smooth functioning of the production process.

You will hold an Engineering Degree in Production/Mechanical/Textile with 3-5 years experience in apparel manufacturing/fabric/textile mill.

Product Development Engineer

You will ensure accuracy during the design stage and guarantee customer satisfaction of the end product, whilst ensuring a smooth production flow.

You will hold a Production/Mechanical Engineering Degree. Knowledge on PROE system would be an added advantage

R & I Engineers

You will delve into the world of research & innovation and identify new technologies and material to improve the lingerie industry. Implementing and applying these technologies are also your responsibilities.

You will hold an Engineering degree in Mechanical/Chemical/Textile/Production. Exposure to various industries in the R&D capacity would be an added advantage.

Merchandisers

You will co-ordinate orders from bulk to delivery based on a time & action plan.

You will hold Bachelors Degree or a professional marketing qualification with 3 years experience in the apparel industry.

Maintenance Engineer

You will take necessary steps to solve maintenance related issues and provide required resource allocation guidance.

You will hold an Engineering Degree in Electrical/Mechanical/Electronic or an NDT qualification with 3 years experience in a similar capacity.

Send in your resume with a passport sized photograph and contact details of two non-related referees within ten days of this advertisement. Please indicate the position applied for in the top left hand corner of the envelope or the subject line of the email.

The Manager - Human Resources, Silueta (Pvt) Ltd, Lot No 14, Zone (1), BEPZ, Walgama, Malwana. Email: careers-silueta@masholdings.com



We are an equal opportunity employer and welcome all qualifying candidates to join our team of MAS Professionals.

