

## Stop the revolving door of employee turnover

The challenge and cost of employee turnover is one of the most discussed, most frustrating and most misunderstood problems businesses face. CEO's have identified employee retention as one of their key challenges in 2005. Yet organizations continue to struggle with this costly issue. The science of psychological assessments has recently advanced, allowing the development of much more predictive assessment tools.

If you do not know what your employee turnover cost is, many experts agree that you can come surprisingly close to the cost of a single turnover incident by simply multiplying the annual salary for the position times 2.5 - that will cover productivity loss, recruiting and hiring cost, training cost, liability, unemployment and the other 101 hidden costs that we usually try not to think of when we lose an employee.

Employee turnover often begins with a poor hiring decision. When we hire someone who is a poor job fit, we have already begun an almost inevitable course that will end with failure - and another turnover casualty. Part of the problem of poor hiring lies with our poor tools: One comprehensive study of the hiring process indicated that, if an interview is your only tool, you have only a 14% chance of making a good hire.

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our poor tools: One comprehensive study of the hiring process indicated that, if an interview is your only tool, you have only a 14% chance of making a good hire. Add good reference checking (and we all know how difficult that can be), you can raise your success ratio to 26%. If your goal is to beat one out of four odds, you need better tools!

Fortunately, the science of employee assessments has produced increasingly useful tools to add to the art of hiring. While no assessment, or even a combination of assessments, guarantees success, the same study showed that use of personality, abilities, interests, and job matching measures can

raise your success rate to 75% or better. Equally important, valid pre employment screening assessment tools in all of those areas can be applied for well below 1% of the projected cost of a bad hire.

Why don't more of us use employee assessments to improve our hiring (and lower turnover)? Part of the answer lies in lack of education on the topic - not many of us have even attended a single seminar on use of

scientific assessment tools. Part lies in reluctance to spend any money on new processes. Part of it, frankly, is the already overwhelming load we place on the people who are doing the hiring - they are so busy bailing the boat, they can't take time out to turn on the bilge

pumps! To change the course of turnover, you must recognize that the costs are killing you, that you can change course, and that the rewards are well worth the trouble.

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### Postgraduate Institute of Medicine University of Colombo



Sri Lanka Journal of Biomedical Informatics  
Vacancy for a Managing Editor

The Postgraduate Institute of Medicine (PGIM) invites applications for a post of Managing Editor to work in the Sri Lanka Online Journal of Biomedical Informatics which is published by the PGIM in collaboration with the University of Oslo, Norway.

This full time assignment is for 1 year duration and is renewable depending on performance and funding. The funding will be provided by the NOMA Programmes for Master Studies.

Under the overall supervision of the Project Manager and under the direct supervision of the Editor in Chief of Sri Lanka Online Journal of Biomedical Informatics, the Managing Editor is responsible for the following activities.

- Coordinate with the submission of the Sri Lanka Journal of Biomedical Informatics.
- Responsible of editing and the layout modalities.
- Proof Reading.
- Provide the editorial support for the Biomedical Informatics Programme.

The Managing Editor should have excellent command of Oral and written knowledge of English and excellent knowledge of IT.

Salary: Negotiable

Method of application:

Please submit your Curriculum Vitae & Letter of Application including 2 non-related work referees to the attention of.

Project Coordinator  
NOMA Project,  
Postgraduate Institute of Medicine,  
No:160, Norris Canal Road,  
Colombo-07.

Closing date: 20<sup>th</sup> June 2011

### VACANCY

We are a Company designing & manufacturing value added packaging solutions to the foreign markets.

### MANAGER ADMINISTRATION

The candidate should be over 35 years of age with a pleasing personality, with a minimum of 5 years working experience.

He should possess a high sense of responsibility regarding office and factory management.

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Please apply  
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### SALES REPRESENTATIVES

Vacancies available for sales reps for Colombo/Kuliyaipitiya/Kurunegala areas to promote & sell a range of veterinary pharmaceutical and allied products.

The right candidate should have;

- ◆ GCE A/L or above qualifications
- ◆ A flair for selling
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- ◆ Valid riding license

Please email/post your CV to:

**Unical Ceylon (Pvt) Ltd,**  
Lady Catherine Estate, Ratmalana.  
Fax: 011 2632049 Email: unical@sl.lk

### VACANCIES

### New Luxury Boutique Farm Hotel requires 2 x Exceptional Managers and 2 x Amazing Chefs

A brand new, British owned boutique hotel with 10 Bed rooms on a 50 acre coconut, spice and fruit Farm, will be opening this autumn in the heart of the Cultural Triangle, mid way between Kandy and Dambulla, and only 5 minutes drive from the main A9 Road.

We aim to offer our guest the best of traditional, fresh daily Sri Lankan seasonal cuisine, using primarily, Farm and locally grown fresh produce, plus of course a Western Style alternative dish. Within 5 years, we want to be renowned across Sri Lanka, and potentially internationally, for our warm luxurious welcome and amazing daily fresh food.

We are initially recruiting 2 x hotel managers, and 2 x chefs, so as to provide 7 day service cover for our guests.

As this is a start up hotel, you will be hands on, and versatile. You will have gained your experience at one, or preferably more, of Sri Lanka's top hotels, and be willing to translate these experiences to help create our unique offering, and be willing and able to both work on your own initiative and selecting, training and motivating the local staff, as hotel cleaners, waiters and kitchen staff.

You will be personable, outgoing and confident, looking to develop yourself in an entrepreneurial, highly personably exposed, start up situation, as we expect our senior staff to front the whole Hotel experience for our guests, and regularly dine with them, hosting the common evening dinner table, and getting our guests to relax together, and thoroughly enjoy this special Farm Hotel experience. You will speak excellent English additional foreign languages would be a real advantage.

We will offer an excellent salary, plus hotel profits share, plus free accommodation on the Farm, plus of course free excellent quality meals.

If you are potentially interested in joining this amazing opportunity, please send your CV and a cover note explaining why you would be perfect for this role, to : kevinabbott@hotmail.co.uk Chefs : please send a sample amazing 5 course dinner menu.

Initial face to face interviews will take place in **From on 12<sup>th</sup> and 13<sup>th</sup> June, before the final candidates attend for final interview at the Farm itself, during the period from June 15<sup>th</sup> to early July. Employment will start from August**, in time for a quite hotel launch from October onwards.



Our client is actively involved in brand building and has, over the years, tailor-made many a unique and insightful communication strategy to fulfil the wide and varied needs of their clientele. They are now seeking a passionate and committed individual with both flair and imagination to lead the company into a new era of advertising.

### Chief Executive Officer

Reporting to the Chairman of the Company, you will design and implement strategies to achieve company goals effectively and efficiently. You will also be responsible for delivering sustainable growth and bottom line performance.

OTHER KEY TASKS INCLUDE,

- Managing and motivating staff and enable them to provide an efficient customer focused service.
- Driving efficiency and productivity improvement in all areas and developing processes & procedures according to industry best practices.
- Designing and implementing a performance management system that provides the Board of Directors with timely reports & updates.
- Formulate business plans and achieve targets.

Around 40 to 45 years of age with a proven track record of 10 years in the Advertising industry, and with a minimum of 5 years at a senior management level, the candidate should possess a degree or a professional qualification in advertising from CIM or SLIM preferably with an MBA from a recognized university.

A self-starter, a collaborative leader with strong analytical skills / decision making skills, sound knowledge of marketing principles and ability to win over and work with client's teams would best suit this role.

The ability to create and manage social networks and convert them into market opportunities is also essential. Strong communication, interpersonal and presentation skills, together with an excellent command of both written and spoken English would be mandatory.

An attractive remuneration package, inclusive of a company maintained vehicle and other fringe benefits, awaits the selected candidate.

**MSL Management Systems (Pvt) Ltd.**

Please forward your complete resume with contact details of two non-related referees to reach us within 10 days of this advertisement quoting MSL Ref. No. 6392 in your application and on the envelope

✉ No: 08 Tickell Road, Colombo 08.

☎ 5 360616 @ mslr@sltnet.lk

www.bposrilanka.com



### GRAND HOTEL Nuwara Eliya

### CAREERS @ GRAND

### HUMAN RESOURCE MANAGER

**The Hotel :** Grand Hotel, once the adorable private residence of the British Governor, Sir Edward Barnes and the Hill Country's premier Resort Hotel since 1891, consists of 154 Guest Rooms including 03 Presidential Suites, an array of Food & Beverage outlets of International fame and probably the best known & award-winning Hotel Garden in the Island.

The Hotel is classified 04 star class & is an officially declared "National Heritage" since 2007.

**The Person :** The ideal candidate we are looking for should be a 'team player' in the age group of 35 - 50, with a minimum of 05 yrs' Executive experience in the HRM field, preferably in the Hotel / Travel / Plantation, sectors.

He/She should be a 'self-starter' with excellent inter-personal skills & willing to take up a host of encouraging challenges in guiding a team of service-oriented hospitality professionals to greater heights.

A thorough knowledge of labour law and a proven track-record of coordinating a wide spectrum of HRD / Training activities are pre-requisites. The ability to converse & correspond in the Tamil Language would be a distinct advantage.

An attractive remuneration package with perquisites, certainly above the general standard in the Hotel Industry, awaits the right candidate.

If you consider yourself matching the above criteria please contact us within 07 days.

The General Manager,  
Grand Hotel, Nuwara Eliya.

(Please indicate the post applied for, on the top-left of the envelope).

e-mail : gm@grandhotel.lk