
STAFFING NEWS BRIEF

COMPLIMENTS OF
NEWFOUNDLAND PERSONNEL INC.(est. 1983)
Temporary and Full Time Staffing Service
100% Nfld. Owned and Operated

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PHONE 579-3400/ FAX 579-0464

Web Site www.nfpersonnel.com

HIRING COSTS



Making money is hard work, so why not keep yours? By using the services of **Newfoundland Personnel** to find the best people for your company, you save \$\$\$\$. Composing the ad; accepting, reading and qualifying resumes, screening and deleting resumes; handling phone, fax and email responses; referencing candidates; interviewing and the other hidden and not so hidden steps in hiring, takes both time and money. The average hire could take as much as 27+ hours of your time and even then you may not be ready to offer the position. Statistics show that the net worth to a company in personal productions is **five times** the annual salary. Use your time to do what you do best and let us handle all your staffing needs.

We guarantee all our placements.

INTERPRETING EMPLOYMENT ADS

“Competitive Salary”

We remain competitive by paying less than our competitors.

“Join Our Fast Paced Company”

We have no time to train you.

“Casual Work Atmosphere”

We don't pay enough to expect that you will dress up.

“Must be Deadline Oriented”

You will be six months behind schedule on your first day.

“Duties will Vary”

Anyone in the office can boss you around.

Managing Change: Prepare Your Employees

Organizations must change in order to adapt to new or sudden fluctuations in economic conditions. No one wants to be thrown off balance from a comfortable routine. Managing change is a demanding management task that requires an in-depth understanding of what goes through an employees mind when changes are announced. Some of the fears are:

1. Fear of job loss
2. Fear of being left out
3. Fear of new employees
4. Fear of moves or transfers
5. Fear of new work
6. Fear of incompetence

To eliminate some of the fear, inform affected employees that their previous skills and knowledge were valid and greatly contributed to the past success of the organization but that new skills and methods are required for continued success.

Things to Ponder!

- ✓ Butterflies taste with their feet.
- ✓ The strongest muscle in the body is the tongue.
- ✓ Elephants are the only animals that cannot jump.
- ✓ An ostrich's eye is bigger than its brain.
- ✓ Polar bears are left-handed.
- ✓ The catfish has over 27,000 taste buds. (What could be so tasty on the bottom of a pond?)