



HR eNews - your connection to HR solutions!

[Affirmative  
Action Programs](#)

[Background  
Checking](#)

[Drug and  
Alcohol Testing  
Policies](#)

[Employee  
Handbooks](#)

[Employee and  
Supervisory  
Training](#)

[Hire By Design](#)

[HR Audits](#)

[Job Descriptions](#)

[Labor Relations](#)

[Managed  
Separations](#)

[On-Site Director  
of HR](#)

[Performance  
Appraisal  
Programs](#)

[Personnel  
Forms](#)

[Public Sector  
HR Consulting](#)

[Recruiting and  
Hiring Programs](#)

[Safety Programs](#)

[Unemployment  
Insurance  
Claims and](#)

## Did You Know...

Successful employers make managing their employees a top priority?

### Employer Risks and Exposures

Numerous studies have shown that sound human resource (HR) programs can have a positive impact on an organization's ability to attract, motivate, and retain employees. A high quality, happy workforce, in turn, helps an organization achieve its goals and objectives.

Some managers and business owners devote little time to HR programs and activities due to a lack of time, money, or knowledge. Other managers fail to see the value that HR can add to the bottom line. Organizations that consider HR a low priority often experience reduced productivity, poor employee morale, higher absenteeism, increased turnover, and a higher rate of discrimination and Department of Labor complaints.

### Avoiding Disaster

Even if an HR project wasn't one of your New Year's resolutions for 2006, it's not too late to add one to your list! If you only have time to work on one HR project this year, choose one that will have a major impact on your organization, such as developing a new employee orientation program, writing job descriptions, or conducting an employee opinion survey. If your "to-do" list is already too long, choose a smaller, less time consuming HR project, such as updating your employee handbook, simplifying your performance appraisal forms, or conducting sexual harassment training for supervisors and employees.

If you think you're too busy to work on any new HR initiatives this year, you may be creating more headaches for yourself in the long run. Constantly reacting to problems and "putting out fires" usually takes more time and effort than implementing sound HR practices that could prevent or minimize the problems in the first place. Remember, *If You Always Do What You've Always Done, You'll Always Get What You've Always Got*. Make 2006 the year you make HR a priority!

**For more information or assistance in implementing your HR project, call AMTEK's Human Resource Hot Line at**

[Hearings](#)

[Wage & Salary](#)

[Workers' Comp](#)

[360°](#)

[Organizational  
Assessments](#)

[Newsletters](#)

**1.800.457.8829.**

This HR eNews is not intended to render legal advice but is meant for general informational purposes only.

CLICK HERE [www.amtekhr.com](http://www.amtekhr.com) FOR A DIRECT LINK TO OUR WEB SITE

Copyright © 2006 by AMTEK Management Services Corp., East Syracuse, New York

*HR eNews dated 2/9/06*