

Helpful Hints to Improve Employee Productivity

This e-newsletter contains helpful hints to increase employee morale and productivity during these uncertain economic times. We hope you find these techniques useful and that they have a positive impact on your business, your customers and your employees.

Manage Performance

Make Sure Employees Know What Is Expected of Them

In uncertain times, morale, engagement and productivity is likely to decrease. To counteract this, managers should better utilize employee performance management programs to:

- clearly outline expectations
- give frequent feedback, and
- reward results.

The result is employees who have direction and focus, who know how well they are performing, and possess a feeling of job security. This leads to greater productivity for employers who are under pressure to cut payroll.

Employee Recognition - on a tight budget

Appreciation and Small Rewards Better

Encourage managers to use a combination of the following recognition and reward techniques:

- acknowledge that base pay budgets are smaller than in the past
- follow a clear process for distributing pay increases
- communicate with employees that only above average performance will be rewarded
- frequently recognize employees for work well done
- let employees know that their work is appreciated, and
- give appropriate and timely rewards.

Employee appreciation will go a long way to retaining your key employees.

In This Issue

[Manage Performance](#)

[Employee Recognition](#)

Quick Links

[More On HRCC](#)

Check out January 16, 2009 **South Florida Business Journal** article "Innovations in Human Resources: Managing Change" featuring advice from **Katie** and other HR Professionals.



Contact Us For More Info

[Email Katie Busch](mailto:katie@hrcc.com)

HRCC

561 865 3754