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## Job rates give workers upper hand

### WHO'S THE BOSS

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UNEMPLOYMENT rates are at an all-time low and Gen-Y workers have little loyalty. That adds up to a pricey problem for Brisbane bosses who'll spend 1.5 times a worker's salary trying to replace them if and when they find something better.

Interviews are now as much about candidates sizing up their potential employer as the other way around.

Recruitment heavyweight Suzie Majer said job candidates now measured companies against tough criteria.

"Even (staff) are questioning the organisation they work in, and whether it is beneficial for them to stay," she said.

"Organisations need to prove their worth and show their dedication to employees. It is so easy for them to get up and go elsewhere."

But it takes more than a promotion or pay rise to put a lasting smile on an employee's dial, according to relationship specialist Ken Warren.

"Ultimately these things will never make you happy," Mr Warren said.

One of the best ways for people to find happiness in the workplace was to make their co-workers happy.

"If you wait until your workload is more reasonable, changes are better managed and difficult coworkers leave before you allow yourself to become happy, you may well be waiting a long time."

Merlo Coffee's marketing coordinator Kate Strange, 23, said employers should explore what drives and motivates individual employees.

"If I'm happy in my role, I believe I am more

motivated to deliver results for my employer," she said.

According to research by QUT, the four-day week could be the answer to work-life balance and staff retention.

Professor Kerry Brown said many people would prefer to squeeze their current hours into a shorter working week to get more unbroken days off.

"People were searching for time to do the things that actually refreshed them for turning

up to work the following week," she said.

Out-of-hours contact could be the answer, according to Kelvin Grove property management agency Rental Express.

Managing director Chris Rolls said a high retention rate proved job satisfaction.

He regularly treated employees to social activities designed to boost friendships.

"We took all our staff to Couran Cove resort as an opportunity to relax and reinforce the team," Mr Rolls said.

"It gives them a chance to get to know each other outside work which leads to a better workplace; they know each other as friends, not just colleagues.

"There are many people who have motivators other than money."

That's certainly the case of the baby boomer generation. The Australian Psychological Society reports 10 per cent of boomers plan to never leave paid work.

More than half the respondents to a survey cited enjoying work and keeping an active mind as motivation for them to stay working.



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