
Employees Need Management Support

Providing the Best Support for your Employees

To keep employees engaged, employers need to focus on the way employees are led and what employee support is provided by management.

One of the basic needs of employees is competitive pay and benefits. A person looking for a job will evaluate company profiles, organization charts, vitality in the marketplace, and other intangibles. Of course, the candidate will not look for the lowest paying job, and potential pay and benefits will always draw their attention. The challenge to the manager is to get the most out of the employee from the time of employment. This can be accomplished by providing the appropriate support of the employee by management.

Communications – Employees should be informed about company developments and provided regular feedback about job performance. Whereas some employees prefer several contacts with the boss and other management daily, others are content with weekly communications. In general, frequent stops at employee work stations and frequent e-mails are recommended. Usually, the professional employee wants to receive advice and support from management, but they need to take charge of their own projects. They expect honesty and candor, so be upfront, and don't let important news arrive via the grapevine. Constructive criticism should be received openly and with good humor. Listening to employees is always good practice, and they are frequently in a position to bring new techniques and ideas to the company. Good two-way communication with management makes the employee feel like they have the support they need to be most effective.

Challenging work – Workers need to receive timely recognition for achievements. After one to two years of coming up to speed with plenty of support and guidance from management and other mentors, they are expected to make notable contributions to the organization. Part of becoming useful to the company is upgrading of skills through seminars and outside study in academia. A new employee may have learned new techniques during their later years of study, and they should be encouraged to apply these skills. Mentoring provided by management or delegates is good employee support practice for new employees; it acquaints the employee to the organization and helps find applications to new ideas. Employee support via mentoring provides the ground work for rapid advancement of the new professional.

Personal needs – Employees need to be seen as individuals with personal lives outside of work. Companies that address personal needs by offering perks and programs that support the employee with a balance between work and personal concerns can boost motivation and loyalty. Compressed workweeks, telecommuting, or alternate scheduling are ways to support employees and address personal needs. Managers need to walk the fine line between offering professional support to the employee and micromanaging. Managers need to be supportive coaches who take a more collaborative, personal approach to leadership. They will bring out the best in these employees and make them valuable contributors to the organization in the years to come.

back to www.CrassCaptain.com for more