



Trends to Watch

Every person who will be in the work force for the next twenty years is already born and can be counted.

The availability, cost, and quality of an increasingly scarce resource – people – will be a major factor in meeting an organization's strategic goals.

As baby boomers retire, companies will suffer a major drain of 'domain knowledge' possessed by their long-time employees.

The domain knowledge of your employees grows as their tenure with your company grows. They possess skills and knowledge that are expensive, time consuming and, at times, difficult to replace.

Employees are the backbone of any operation affecting the growth and success of the organization. Yet, the availability of labor and knowledge skills in the next 20 years will become one of the biggest challenges to the pursuit of a successful business.

Recruiting pressures and costs will increase as a result of a workforce shortage.

Companies already know how to measure and present information about products, schedule, and financial performance...in the 21st century they will also need to know how to measure and present movement in their workforce.

Employee attitudes have a direct impact on the growth of your business.

If employees are not satisfied, they are not productive or effective and could actually be harmful to the efforts to build the company's goodwill.

As budgets are tightened, companies are looking for more efficient and effective ways to recruit, train and retain valuable employees.

Managers often make decisions about employees based on what they believe to be true and accurate...intuitively, in many instances. What they need is hard data to make knowledgeable decisions about their workforce.

If you pay your employees, you have an employee database.