

YOUR CAREER MANAGER YOUR CAREER MANAGER YOUR CAREER MANAGER

JOB MART

Visit www.jobs.co.ug for jobs online

Flexibility key in motivating young staff

By Michael Kanaabi

Most people and organisations like to follow established norms. James Opio, a human resource consultant, says tried and tested procedures for the workplace are emphasised as part of a new employee's orientation. And breach of which results in dire consequences.

However, the rules are fast changing. As more tech proficient people, especially Millennials, come into the workforce, the rules of engagement will not be left the same.

Millennials, who have grown up at the hands of technology, according to the 2016 world population report, will make up to 50% of the global work force by 2020 and this will rise to 75% by 2030. And unlike their older siblings that were trained to follow rules, these ones have a different approach.

Leadership coach Lincoln Mali says this group has a different set of characteristics: "They prefer a good work-life balance to high pay and rewards for a bigger work load. They prefer less face-to-face time as well opting to communicate with colleagues and superiors on their gadgets and are considered not loyal," he says.

These traits are considered negative by most managers.



In future, employees will prefer to work from home rather than be restricted to offices

Employers should be ware of a crop of that prefer good work-life balance to high pay and rewards for bigger loads is yet to come"

Mali notes, unfortunately, statistics show that the entry of the millennials into the workplace means flexibility has to be embraced.

International Analytics and

data firm Gallup in a 2016 workplace survey discovered that 51% of employees interviewed are ready to change jobs if the new one offers a more flexible working

regime. The survey also showed that 37% of employees are willing to change jobs if the new one can allow them work from wherever they want, underlying the growing importance of flexibility to employees. All these numbers are partly driven by the changing composition of the workforce plus their tastes and preferences.

prospective employers are looking out for as perks from employers come 2018 showed that more job-seekers are willing to put off a high paying job offer for one that gives more flexible working hours and other benefits such as health insurance. These two were high on the agenda of most people interviewed with responses tying at 88%.

Coming in closely at 80% as key incentives considered by the prospective employees for jobs offered, were the need for more vacation or leave time from work and the option of working from home.

What this means

To get the best out of his crop of employees, human resource consultant Joan Nakaye says: "Employers will need to be more open to negotiations, especially for those employees that have critical skills needed by the organisations to thrive."

Nakaye adds that resulting from negotiations between employers and their employees, employers will have to offer some concessions such as flexible working schedules, more time off work and working away from the office to stand a better chance of keeping these employees.

Considering that the incoming group of employees work better with technology than face-to-face interactions, Nakaye advises employers to adapt their operations to include more technology.

Related article on p49

KISIIZI HOSPITAL

"Life in all its fullness" John 10:10

JOB OPPORTUNITY

As Church of Uganda Kisizi Hospital further develops its range of services we seek the following highly-motivated Staff to join our team.

1. CONSULTANT / SPECIALIST PHYSICIAN.
2. PRINCIPAL NURSING OFFICER.
3. CLINICAL OFFICER.
4. OCCUPATIONAL THERAPIST.

Details on Vacancies page; www.kisizihospital.org.ug
Applications to HR on; hkisiizihospital@gmail.com by 22/12/2017.