



SHRM Newsletter

*From the Student Chapter of
The Society for Human Resources Management at
EASTERN MICHIGAN UNIVERSITY*

www.emushrm.org

February 29, 2004

Upcoming Meetings:

March 4 speaker: Jeremy Chambers from Plante & Moran

March 10 speaker: Kelly Services

March 23 speaker: HRIS topic with William Bramble

April 7: Final chapter meeting of the year: elect new officers

Upcoming Events:

March 6: Pizza & Pop at Livonia Campus – meet fellow SHRM members or learn about the group!

March 13: MBTI Workshop with Dr. Hill

March 13: EI Workshop with Dr. Day **date changed

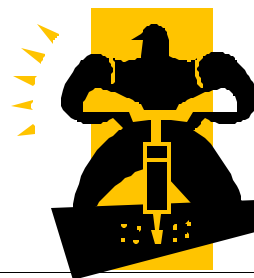
Officers:

President: Michael Thomas
 Vice-President: Ashwini Chandramouli
 Program Directors: Angela Brown & Erin Hoffmann
 Publicity Director: Alayna Duronio
 Newsletter: Matthew LePage
 Faculty Sponsors: Fraya Wagner-Marsh & Molly Shelton

Help Wanted

Eastern Michigan is holding this year's annual Human Resource Games on April the 17th. We want to make it a great one, but we are going to need some help. Volunteers will be needed to help out with the event, so any help that you can give will be greatly appreciated. For further information please see the management department in room 466 or call 734-487-3240. Hope to see you there to cheer on our students.

GO EAGLES!!!



JOIN SHRM TODAY !!

If you have at least six credit hours in a semester, you can join Eastern's SHRM student chapter. Receive all the benefits the professionals do at a fraction of the cost, only \$35 a year. The applications are in the management department, room 466, or you can call 734-487-3240 and have one mailed or faxed to you.

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Enjoy Your Job

You punch the clock at 9 am and proceed to start your daily routine. You sit at your desk, maybe check your mail, e-mail, or voicemail, and go get yourself a cup of coffee in time to get back to start working hard doing something important. But are you really working hard, or are you just doing enough to get your pay check and get out of work? Many companies now employ workers who do enough just enough to get by and only a small percentage are actually enthusiastic about being there and go above and beyond their responsibilities.

Sadly, this is the profile of a typical firm in our country. Many workers show up, do just enough, and then run for the doors. But whose fault is it that employees have lost their creative juices? Many workers don't go above and beyond because they feel that the organization doesn't care about them. Regardless of whether the company is responsible for the lack of engagement or not, it certainly hinders the organizations potential.

"We're running as an economy at 30 percent efficiency, because so many workers are not contributing as much as they could", says Curt Caffman, an author and employee engagement global practice leader. "Just imagine if only 30 percent of bank branches open everyday."

Experts say that improving these situations is to start with a basic step: ask workers how they feel. Here are a few other tips proven to drive employee engagement:

- Senior management needs to be more interested in their employees well being.
- Give workers more challenging work.
- Offer career advancement opportunities.
- Get decisions making input from the workers.

Of course these are just a few suggestions from the experts, but it could be a start to getting a deeper engagement from your workers. So give workers a little motivation to get them to go above and beyond what is expected of them. If given the opportunity, workers enjoy the change to affect their suggestions and accept a new challenge in the work place - to do more than just sit around and play solitaire all day long.