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UOG SHRM Student Chapter
Carwash Fundraiser \$5.00 donation



Attract Hire Retain

Presented by: Dr. Richard Colfax and Shaun Murphy • March 9, 2016

Agenda

- Introduction & Hafa Adai
- Presenting the upcoming HRM graduates from UOG
- Attracting potential employees
- Hire the right candidate
- Retain your employees
- Q&A
- Thank you
- Special Presentation by GCC Apprenticeship Program

Ground Rules

- Ask Questions
- Participate
- The “Got it” Rule
- Please put cellphones on silent
- Be respectful
- Have Fun!

Meet the UOG Graduates

- Yukari Baccut
- Nicole Mesa
- Chrystiana Merfalen
- Chelsea Clariza
- Candise Lizama
- Kazzandra Ruaro
- Bridgette Almario
- Genevieve Terlaje
- Charles Demanarig
- Koleena Datu

Attract....



What attracts potential employees..



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**We need
someone with
a good back,
strong stomach,
level head
and
a big heart.**

We have a unique opportunity for someone very special. A chance to spend two years in another country. To live and work in another culture. To learn a new language and acquire new skills. The person we're looking for might be a farmer, a for-
ever, or a retired nurse. Or



maybe a teacher, a mechanic, or a recent college graduate. We need someone to join over 5000 people already working in 60 developing countries around the world. To help people live better lives. We need someone special. And we ask a lot. But only because so much is needed. If this

sounds interesting to you, maybe you're the person we're looking for. A Peace Corps volunteer. Find out. Call us at 1-800-424-8580, Ext. 93. **Peace Corps.** The toughest job you'll ever love.



Be the Change, Lead the Change

**Using Social Media
in the Hiring Process**



AFFILIATE OF
SHRM
SOCIETY FOR HUMAN
RESOURCE MANAGEMENT

How to attract top talent....

- What's your EVP (employee value proposition)?
- Common Values



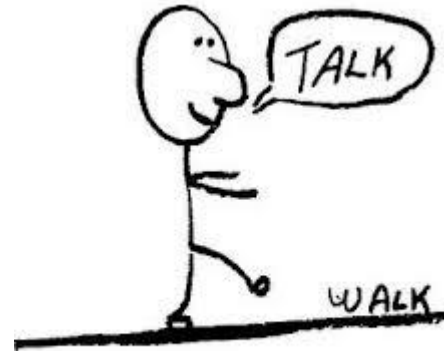
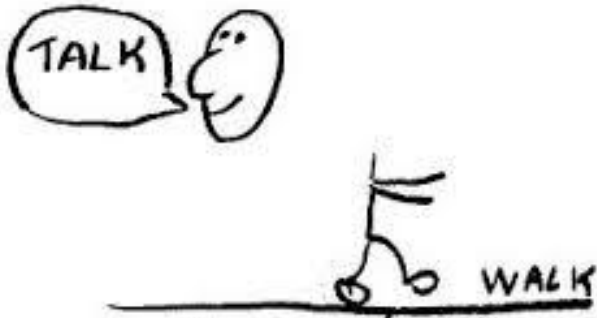
How to attract top talent....

- Promotion Opportunities
- Reputation in your field



Are you branded??

- Do you live your brand?
 - Talk the talk
 - Walk the walk
 - 24/7



Who are you looking for???

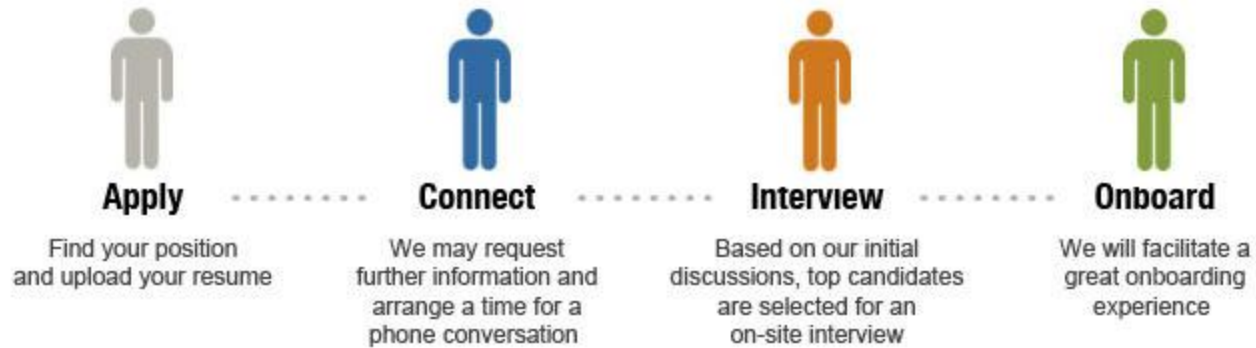


Someone with.....

- Personality
- Specialized Skill
- Ambition
- Someone that can represent the company values?



Hiring Process



What is your interview process?

- Do you explain your interview process?
- Does HR conduct prescreening interview with candidates?

What is your interview process?

on average we spend

- ▶ more than 44 hours a week with our coworkers
- ▶ less than 36 waking hours with our families and friends

**did you spend at least 1 hour choosing your spouse,
significant other, or best friend?**



HIRE
ME

What is Onboarding?

“The process of helping new hires adjust to social and performance aspects of their jobs quickly and smoothly.”

– SHRM.org

Benefits of Onboarding

- Higher Job Satisfaction and Organizational Commitment
- Lower Turnover
- Higher Performance Levels
- Making them feel like they belong



RETAIN

Do they really.....



Creating a culture dialogue



Some tips...

- 30 day follow-up questionnaire (provide example)
- Employee Morale/Activities



More tips...

- Performance evaluations:
 - Probationary period – 90 days
 - 6 month Review
 - Annual Review
 - Always constant recognition, mentoring, coaching and counseling

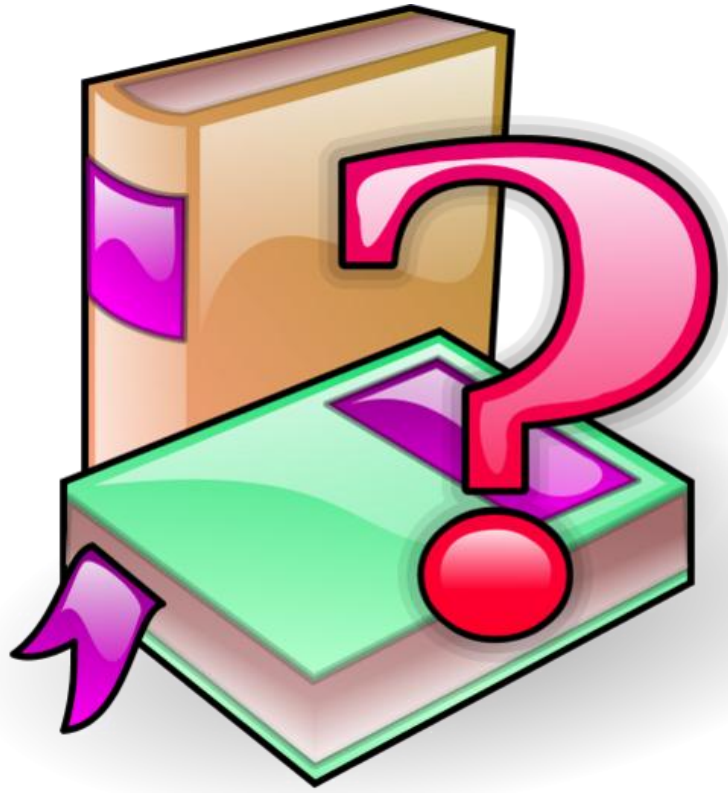
Employee Benefits

- 401k – Company Match
- Health Insurance – Medical/Dental/Vision
- Telecommuting – Work/Life Balance
- Vacation/PTO/Sick
- Tuition Reimbursement
- Training and Development



**Call your HR
representative!**

Q&A



THANK YOU

GRACIAS
ARIGATO
SHUKURIA
JUSPAYAR
DANKSCHEEN
TASHAKKUR ATU
YAQHAMAYLAY
SUKSAMA
GOKARNADHITA
EPCHADISTO
KOMPUNHENA
GRAZIE
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PALINGS
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