



SURVEY: ONE THIRD OF IT WORKERS PLAN TO LEAVE THEIR JOB IN 2006

One in five information technology workers say they are dissatisfied in their current positions and one-third say they plan to find a new job in 2006, according to a CareerBuilder.com survey. Workers cite an unmanageable workload, dissatisfaction with pay and a lack of effective leadership as the

leading factors influencing their decisions to look for new opportunities this year.

- 61 percent of IT workers say their workload has increased over the last six months, and close to half say their workload is unmanageable. Nearly three in 10 are dissatisfied with the balance between work and home.

- Only 20 percent say they received a raise of more than 5 percent last year, and two-thirds did not receive a bonus. Forty-eight percent of IT workers say they are not happy with their pay overall.

- 38 percent are not happy with the way their corporate leaders are running the organization; 25 percent are dissatisfied with their direct supervisors.

- More than one-third of IT workers feel their employer could offer more career advancement opportunities, while 30 percent would like to see more emphasis on training and development.

HRMS CASE STUDY

In 1985, Alaska USA Federal Credit Union (www.alaskausa.org), Anchorage, Alaska, was processing all its HR, payroll and benefits information manually. It needed a better way to organize and manage its data and turned to PDS (www.pdssoftware.com), Blue Bell, Pa., for an integrated human resource management system. Twenty years later, the \$2.6 billion/275,000-member CU is still relying on PDS' HR, payroll and benefits solution to handle these mission-critical processes.

Alaska USA FCU uses the Vista HR component to streamline its employee information, which is tied into the CU's intranet. Employees have easy access to all their demographic, payroll and benefit information.

"We have been able to customize our time entry application and fully automate the process. [The system] automatically calculates taxes and generates reports, providing a significant time savings for us," says Kate Hogland, personnel systems administrator at Alaska USA FCU.

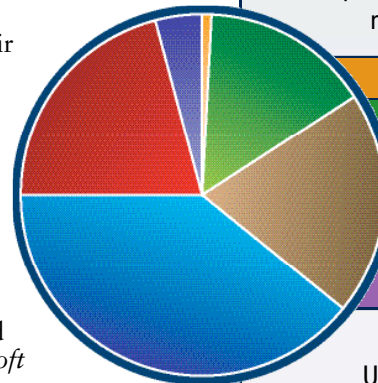
The benefits administration system manages all the CU's benefit-related information and processes, from automating enrollment and annual benefits statements to leave accrual processing and generating reports for management. Vista is also tied to the CU's Web site. The career opportunities listed on the site, for example, are pulled from an internal database, enabling data to be entered only once.

"We are able to update information on the fly," says Hogland. "And, because we are able to electronically manage information per employee, employee groups or position, we save a significant amount of time."

PASSING THE ENVELOPE

There's no such thing as a free lunch ... and birthday cake may have a price, too, for many office workers. In a survey by OfficeTeam (www.officeteam.com), Menlo Park, Calif., three-quarters of executives polled said employees are asked by peers to contribute money to pay for celebrations—such as birthdays, anniversaries, baby showers and retirements—at least once a year; 15 percent of employees receive donation requests monthly.

"Employees often pool resources to plan informal events to acknowledge personal milestones like staff birthdays or weddings," says Diane Domeyer, executive director of OfficeTeam. "No one wants to appear a poor sport for not contributing, but when requests are made too frequently,



Once a week	1%
Once a month	15%
Once a quarter	20%
Once or twice a year	39%
Never	21%
Don't know	4%

employees may feel tapped out."

Use the following etiquette guidelines:

Be selective. Don't ask a new hire who has never met the mom-to-be to contribute to a baby shower. Instead, extend the invite to those who are most familiar with the person.

Keep it reasonable. Rather than requesting a specific dollar amount, ask employees to make a voluntary contribution of any size toward the purchase of a cake or gift.

Take a low-key approach. Sending a general e-mail announcement or circulating a donation envelope for anonymous contributions is preferable to a personal plea, which can make people feel uncomfortable.

Consider group celebrations. Bundle together recognition activities into quarterly events and see if the company will provide budget dollars to support the functions.