

PERFECT HIRING TO MINIMIZE FIRING

To replace an employee costs the equivalent of their annual salary!

The workforce of the 21st Century is more educated, more sentient and knows what they want. These days the employees dictate the terms of employment rather the employer. Staff retention is at an all time low, with the average time that an employee stays with a company down to 18 months.

Recent studies show that it costs an organisation the entire annual salary of the employee being replaced for all that is involved in the transition from an employee who leaves to a new employee.

Bob Jajko, a corporate intuitive consultant teaches corporations and CEOs of these corporations to use their intuition to provide insights that get to the core issues of a business.

"In order to feel fulfilled, employees want to be utilized to the best of their abilities. This means their being heard and having the opportunity to express themselves and their gifts. When people feel like people, and not workers, numbers or customers, they enjoy and want to repeat that experience" he says.

"People form impressions of candidates in an interview within the first 30 seconds. They use intuition to form their opinions," Jajko says.

A study in 1999 by the American Society of Interior Designers, "Recruiting and Retaining Qualified Employees" showed that;

Employees who were pleased with the corporate culture of their workplace were 31 per cent more likely to say they were satisfied with their jobs.

The physical workplace would impact 41 per cent of employees and job seekers to accept a position.

The quality of the communication with upper management in a workplace would influence 52 per cent to leave a company.

Intuition is key in recruiting the right people and then keeping those people satisfied. Too often people are mismatched with their jobs, and this is disastrous," Jajko says.

Jajko is one of Australia's leading experts on the topic of intuition. He says that intuition is a ready source of direction available to all of us, an invisible intelligence that animates our world and helps guide our lives.

Jajko teaches that learning to listen and interpret your intuition can lead to a fulfilled and productive workforce that will inspire a culture of trust not fear.

"Successful people in business look beyond the obvious. They live from the inside. They trust intuitive intelligence" Jajko says.