

HR LEADER



The Akron Area Chapter of the Society for Human Resource Management

December 2007

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Our sponsor this month:



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Beyond Kicks and Carrots – Motivation in the 21st Century

***Come join us for our
Annual Member Appreciation meeting***

The dynamic character of motivation makes it difficult to motivate ourselves and to sustain high levels of motivation over time. This unpredictability and inconsistency makes it even more difficult for those charged with creating and sustaining motivation in others. So what is the secret? Those who attend will learn more about how to motivate yourself and others in a 21st Century work environment, with an overview of:

- The evolution of the theory of motivation
- The difference between external and internal motivation
- How to attract and retain individual with high internal drive
- How to create a culture and performance management process that - reinforces internal motivation
- How to reclaim motivation when it wains both personally and with others

Leslie Yerkes, President, Catalyst Consulting Group

Leslie writes frequently for the Plain Dealer and other publications, travels internationally as a lecturer and keynote speaker, has taught at John Carroll University, Baldwin-Wallace and Kent State, and serves on the faculty of the Weatherhead School of Executive Education. Leslie is co-author of 301 Ways To Have Fun at Work and author of Fun Works: Creating Places Where People Love to Work, co-author of Beans: Four Principles for Running a Business in Good Times or Bad and 'They Just Don't Get It!' Changing Resistance into Understanding, and her most recent publication Beyond Kicks and Carrots: Motivation in the Twenty-First Century.

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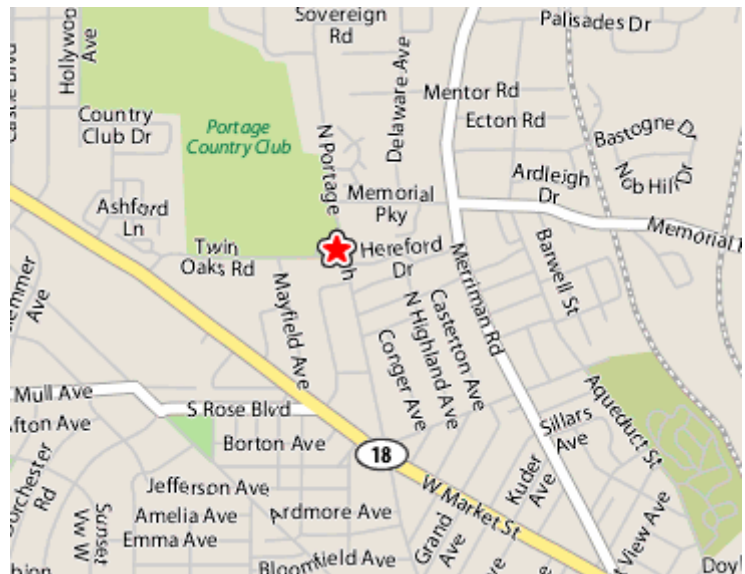
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Don't miss out! Register today!

Registration Information on Pg. 2

AASHRM December Meeting Registration Information

When: Wednesday, December 12, 2007
 Location: Portage Country Club
 240 N. Portage Path
 Akron, OH 44303
<http://www.portagecc.org>
 Time: 11am-1pm
 Cost: \$20 members / \$25 non-members / \$10 Students



Reservations may be made online at:
www.akronshrm.org or pauber@comdocinc.com

Questions? Call Patti Auber at 330.899.8087
 Registration Deadline is Monday, December 10, 2007

Meeting/event cancellations may be made by contacting Patti Auber at 330.899.8087 or pauber@comdocinc.com.

If you are unable to attend a meeting or event, reservations must be cancelled 24 hours prior to the meeting time in order to avoid being



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Looking Ahead...

AASHRM January Meeting Wednesday, January 9, 2007

Meeting: Wednesday, January 9, 2007
Time: 11:00am-1:00pm
Location: Sheraton Suites
 1989 Front Street
 Cuyahoga Falls, OH 44221
 (330)329-9000 www.sheratonakron.com
Speaker: TBA
Sponsor: PS Awards
Cost: \$20 AASHRM Members, \$25 Guests, \$10 Students



Kent State University Student Chapter Update

The Kent State University SHRM student chapter had a very successful semester with professional development and community service outreach activities.

In October members hosted a resume workshop to prepare students for the Fall KSU career fair. With the assistance of Kent State Career Services, Manal Sakr, and HR professionals Holly Taylor and Marilyn Sessions, students were able to gain insight and sound advice regarding what organizations look for in resumes. Successful timing and marketing resulted in a great turnout, and many students received individualized feedback on their resumes.

In November KSU SHRM members conducted a winter coat and clothing drive for the Portage County Clothing Center. During the two week campaign members collected numerous bags of coats and clothing in boxes distributed around campus. Collections will be delivered to the PCCC during the first week of December.

The KSU SHRM student chapter looks forward to recruiting new members, hosting another resume event as well as a mock interview night in the Spring semester, and taking on another community service project.



November Meeting Highlights

I just returned to the office from the November Chapter meeting on Hispanics in the Workplace given by L. Rafael Rodriguez. Rafael did a fantastic job of linking Human Resources to Hispanics in the workplace with regard to the key areas of identity, culture and immigration and acculturation. I took many things away from this presentation, but there were four things that stood out for me. First, traditional recruiting methods may not always be effective due to English and Spanish illiteracy, education levels and geography, employer reliance on Hispanics for low skill and high labor operations, and that oftentimes, educated Hispanics are overlooked. The second thing that stood out for me was that the greatest potential for recruiting Hispanics is co-worker referral. When a Hispanic person is hired, he or she will refer family and friends to work. Those referred employees have that employee to answer to if they do not perform their jobs to the employer's expectations. The third thing that stood out was that rapport building is important if your organization wants to have a successful working relationship with its Hispanic workforce. The fourth thing is that Hispanics have a very different outlook of family roles; they may have concerns for people not in their immediate family, their cousins, for example. With Hispanics accounting for the largest and fastest growing minority population in the U.S., HR professionals need to be cognizant of how to recruit, work with and retain these workers. The information Rafael provided was both comprehensive and very interesting and made for a terrific presentation. I am very glad that I was able to attend!

Terri Bednar, PHR



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Human Resource Career Opportunities

FIRST ENERGY AKRON, OHIO

ASST/ASSOC. COMPENSATION REPRESENTATIVE

Specific Duties:

- Participates in the design, implementation and administration of non-bargaining compensation programs, policies and guidelines, including but not limited to the annual base pay review and short- and long-term incentive programs
- Assists in the preparation of materials for the FirstEnergy Board of Directors.
- Conducts, participates and analyzes compensation surveys to determine compensation trends and ensure competitive positions in the market and internal equity within the organization
- Consults with business unit leaders on compensation issues and practices; Recommends and interprets compensation policies to provide guidance on compensation offers
- Provides project management and analytical support in key compensation special projects.
- Prepares and delivers compensation related presentations.

At the Assistant HR Representative Level: The employee will perform basic responsibilities with well defined practices and procedures with the assistance from other team members and with direct supervision .

At the Associate HR Representative Level: The employee will be expected to perform the primary responsibilities of the job with more independence with less direct supervision.

Qualifications:

A Bachelor's degree in Accounting, Finance or Business Administration is required. Strong analytical and quantitative skills are necessary to collect and analyze data, identify issues and solve problems. Must possess excellent organizational skills and the ability to manage and prioritize multiple work assignments. Must have the ability to apply knowledge and skills to a wide range of standard and non-standard situations. High degree of proficiency in Word, Excel and Access as well as excellent verbal and written communication skills are also required. SAP experience preferred. Must maintain a high degree of confidentiality. Must be willing to work overtime as required.

FIRST ENERGY AKRON, OHIO

ASSOCIATE/HR REPRESENTATIVE

Specific Duties:

This position is responsible for assisting with administration of health and welfare benefit plans including medical, dental, prescription, vision, life insurance plans, FSA, and COBRA benefits. Is the company contact with benefits vendors for these plans. Will act as a performance consultant to analyze and interpret benefit plans and design and implement plans consistent with company philosophy. Work with the benefits team to coordinate open enrollment activities, benefits projects, benefits administration, and other tasks as assigned. Will support labor negotiations as a consultant by providing plan details and cost analysis and act as liaison with union health plans benefits administrators.

Qualifications:

Bachelor's degree in Human Resource Management, Industrial Management, or Business Management. One to three years experience in benefits administration. Demonstrated success in working with others in a team. Experience in managing multiple projects and programs while maintaining attention to detail. Strong computer skills including Microsoft Office, with advanced Excel and PowerPoint knowledge and experience required. Internet research and SAP experience preferred. Willing to work extended hours as needed.

To apply for either of these roles, submit resume to:

www.firstenergycorp.com/career_center



**UNITED DISABILITY SERVICES
EMPLOYMENT REPRESENTATIVE, AKRON, OH**

Specific Duties:

United Disability Services has an opening for a full-time Employment Representative in our Human Resources Department. Position performs professional level human resources work and carries out responsibilities in employee staffing activities for the Agency to include recruitment, interviewing, selection and on-boarding.

Excellent benefits package is available to include health insurance, paid vacations and sick leave, paid holidays, employer paid life insurance, and retirement plans.

Qualifications:

Required: BS/BA in Human Resources or related field, previous experience in professional recruiting preferred; strong interpersonal, leadership, coaching, organizational, and negotiation skills; computer literacy; ability to work independently and in cooperation with others.



Submit resume: w/cover letter including salary requirements no later than to: United Disability Services, Attn: HR Dept (Emp Rep), 701 S Main St., Akron, OH 44311 or e-mail to jobs@udsakron.org EEO.

What will Salary Increases be like in 2008?

Laura Bishop, Compensation & Benefits Committee Member

According to two sources on salary increases, WorldatWork and Business & Legal Reports (BLR), companies are planning their increases to be just under 4.0% across all employee categories, regions and industries. What does this mean for you as an employee? We, of all people, should be aware of what we can expect in terms of salary increases, which are just around the corner for many companies.

Smaller companies seem to be paying the larger increases. It looks like most companies are planning to pay between 3.7%, for larger companies (defined as those with more than 500 employees) and 3.9%, for smaller companies (defined as those with less than 100 employees). Of course, pay varies by region across the country. This year the largest increases by region are projected to be out West, while the Northeast

region is projected to provide the smallest increases to their employees. By industry, public administration is projecting the largest increase at 4.3%, while the transportation/utility and retail industries are projecting the smallest increases at 3.7%.

As a point of reference, each year for the past three years, salary budgets have risen one-tenth of a percent. Another trend that is being noticed, is that more and more organizations are moving toward using variable pay to reward employees for their performance, up to 80% this year from 79% last year. So, let's all get back to work and achieve those results!

Data for this article is from BLR's *HR Daily Advisor* and WorldatWork's *Newsline*.

A GREAT OPPORTUNITY-Newsletter/Publicity Chair

Looking for a way to enhance your relationship with the AASHRM? Consider serving on the board as the Newsletter/Publicity Chair. This is a tremendous opportunity to work with the AASHRM Board of Directors and have a contributing role on one of the AASHRM committees.

Responsibilities:

- Prepare the monthly AASHRM newsletter, the *HR Leader*
- Work with sponsors and other advertisers to ensure placement of their ads, according to specifications
- Promote advertising of the monthly meetings through the newspaper and other media
- Coordinate with the Web Administrator for timely uploading of the newsletter

Qualifications:

- Extensive knowledge of MS Word, including use of clipart, formatting/editing capabilities
- Knowledge of Desktop Publisher, PrintShop and other forms of publishing software a plus
- Ability to convert documents to .pdf format for use on the website

If you are interested in this opportunity, please contact Sandy Manjura, President, at smanjura@gotocasnet.com or 330.848.8800

2007 AKRON SHRM BOARD OF DIRECTORS

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Student Chapter Advisor: Kent State University
Cathy DuBois, Ph.D.

2008-2009 AKRON SHRM OFFICER CHANGES

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Advertising & Classifieds

Take advantage of Akron SHRM's monthly newsletter to advertise your job openings or business! Members in transition can spread the word that they are job seeking by placing a FREE classified ad for positions sought. Akron SHRM's newsletter is posted on our website, giving even more individuals the chance to see your ads.

HR Leader advertisement rates:

1/8 page—\$50

1/2 page—\$125

1/4 page—\$75

Full page—\$200

Classified ads (help wanted or positions sought) are \$50 for 250 words. Chapter member companies can list one free classified ad for help wanted or positions sought per organization/per month. Additional ads can be listed for \$50 for 50 words.

For more information, please visit our website at www.akronshrm.org.