

RECRUITMENT AND SELECTION

Lecture 2nd

EMPLOYEE RELATION:

Happy employees are productive employees. Successful businesses know how to manage relationships to build lasting employee satisfaction.

The term '**employee relations**' refers to a company's efforts to manage relationships between employers and employees.

Employee relations programs focus on issues affecting employees:

- Pay and benefits
- Supporting work-life balance
- Safe working conditions.

Treat Them as a Stakeholder

Elements of a Good Employee Relations Plan:

- Employee relation policies:

Employee relations policies describe the company's philosophy, rules, and procedures for addressing employee-related matters and resolving problems in the workplace.

- Communication

Perhaps the most important element for successful relationships with employees is communication. To feel engaged in the business. Effective communication should go both way. Employee should feel that their opinions, suggestion are being heard by the managers.