

Employee...

Contd. from P5

Midway through the year - perhaps even more frequently - they meet to review the individual's progress toward the plans and goals discussed in the employee performance planning meeting. And the employee is responsible for certain elements of that progress - seeking out coaching and asking for feedback are two key examples.

Phase 3 - Employee Performance Assessment

Employee performance appraisal approaches, the manager reflects on how well the subordinate has performed over the course of the year, assembles the various forms and paperwork that the organization provides to make this assessment, and fills them out. The manager may also recommend a change in the individual's compensation based on the quality of the individual's work.

Best practice calls for the appraiser's boss to review the completed assessment form before discussing it with the assessed employee. One key here is not falling victim to the "myth of quantifiability" - the erroneous belief that in order to be objective you've got to have numerical data to prove your assessments. Nonsense! An employee performance appraisal is a record of a manager's opinion of an employee's quality of work, so don't shirk from candidly providing that opinion.

Phase 4 - Employee Performance Review

The manager and the subordinate meet, usually for about an hour. The employee performance appraisal form is reviewed with the self-appraisal that the individual created assessing her own performance.

The manager and employee talk honestly about how well she performed over the past twelve months: Strengths, weaknesses, successes and areas needing improvement. At the end of the review meeting they set a date to meet again to hold an employee performance planning discussion for the upcoming twelve months, starting the process anew.

This four-phase performance appraisal process not only transforms employee performance management from an annual event to an on-going cycle, it tightly links the performance of each organization member with the mission and values of the company as a whole. And that's the real purpose of employee performance appraisal in the

organization. The real value is focusing everyone's attention on what is genuinely important - the achievement of the organization's strategic goals through demonstration of the company's vision and values in each employee's day-to-day behavior.- hrdirectory.org



THE SCHOOL FOR THE DEAF, RATMALANA VACANCY FOR A PRINCIPAL

The School for the Deaf, Ratmalana, is a pioneer CHRISTIAN INSTITUTION in the Education of the hearing impaired in Sri Lanka. It functions under the Board of Trustees of THE CEYLON SCHOOL for the Deaf and Blind of the Church of Ceylon, chaired by THE BISHOP OF COLOMBO.

The Board is looking for a Principal, with INITIATIVE AND COMMITMENT WHO WILL STEER THE SCHOOL OVER THE NEXT FEW YEARS INTO AN INSTITUTION THAT PROVIDES PERSONAL CARE AND ACADEMIC EXCELLENCE.

GRADUATES, preferably below 45 years, possessing at least 10 years of TEACHING experience are encourage to apply. The ideal candidate will in addition, have qualifications and experience in SPECIAL EDUCATION, ADMINISTRATION and the ABILITY to face CHALLENGES. A MASTER DEGREE will also be an added qualification.

Applications should reach the Executive Director, Ceylon School for the Deaf and Blind, 521, Galle Road, Ratmalana, on or before the 9th July 2010. TWO RECENT RECOMMENDATIONS should be attached to the CURRICULUM VITAE.

UNIVERSITY OF COLOMBO VACANCIES

The University of Colombo will entertain applications from suitably qualified persons for the following Temporary Posts up to 16th July 2010.

FACULTY OF ARTS

Dept. of Sinhala

- Temporary Lecturer

HEALTH SERVICES

- University Medical Officer (on contract)

Application forms and relevant details can be obtained from the Senior Assistant Registrar/Academic Establishments, 'College House', University of Colombo, Colombo 3 either by sending a self-addressed stamped envelope 23x10cm in size or by personally calling over at the office of the Senior Asst. Registrar/Academic Establishments.

All applications should be sent under registered cover to reach the Senior Assistant Registrar/Academic Establishments, University of Colombo, 94, Cumaratunga Munidasa Mawatha, Colombo 03 on or before 16-07-2010. The post applied for should be indicated on the top left-hand corner of the envelope.

Applications received after the closing date will not be considered.

Registrar,
94, Cumaratunga Munidasa Mawatha, Colombo 3.

24 June 2010.

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The above position are open for young, energetic and out going males / females in the age group of 19-23 with high degree of drive and confidence, good communication and leadership skills.

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MARKETING EXECUTIVES

- Energetic young females / males around the age of 23 to 35 years
- Good secondary education with G.C.E (O/L) and A/L Qualification
- Good communication skills in Sinhala, English and Tamil will be an advantage
- Minimum 2 years experience in marketing

Candidate should forward their complete curriculum vitae, contact telephone number and names of two non-related referees within 10 days of this advertisement to:

auamila@gmail.com
or call for an appointment
amila - 0773/434805
The Sales Manager
Pioneer house
No. 23E 1/1, Pagoda rd, Nugegoda.



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I worked as a Machine Operator for 7 years
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A graduate from the university of life

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A wife, a mother
A woman
Empowered!

Like so many who work among us.

- M.G Herath



Women Go Beyond is the globally renowned programme of MAS Holdings geared to empowering women within and outside the workplace. In its 8th successful year, the programme touches the lives of thousands of women working for 23 MAS plants across Sri Lanka and India. It creates opportunities for women to excel and become exceptional in multiple facets of life. Crossing boundaries, Women Go Beyond has made a positive influence in the global apparel industry to improve the working conditions and wellbeing of thousands of women working in apparel manufacturing facilities. The programme has been featured in prestigious journals such as the World Business magazine, UN Global Compact publications and has been featured in award winning case studies at INSEAD Business School.

Manager MAS Women Go Beyond / Women's Advocacy

You will manage the MAS Women Go Beyond (WBG) and other Gender Advocacy Projects with the objective of re-affirming the WBG Initiative internally whilst creating operational excellence. Reporting to Group Director Human Resources, you will liaise with Divisional HR Directors and Managers on new initiatives, partner up with local and global organizations to create and execute programmes, and promote WBG in the national and international stage as a differentiator.

Your role, in conjunction with the Go Beyond Team and the WBG conference, is to set the strategic direction. Reporting, KPIs, budget planning and control, operational plans and managing Go Beyond Champions are operational responsibilities that will be carried out by you.

You will hold an MBA in Marketing, Humanities, Sociology or Gender Studies. Experience in Project Management is mandatory, experience in managing social intervention projects is also preferred. Good communication skills in both English and Sinhala, and superlative interpersonal skills are compulsory.

Deputy Manager – Women's Advocacy Initiatives

Responsible for global positioning of MAS Women Go Beyond, you will work closely with the Go Beyond Team to ensure the seamless flow of information. Working with The Manager, WBG to re-establish the WBG framework and contribute towards on-going and new initiatives, you will also engage organizations and academia in creating awareness on gender related challenges in the industry. You will take WBG global through business press, academia and relevant NGOs.

You will hold a Masters in Degree Gender Studies, Women's Studies is preferred, Master Degree in Humanities and Sociology or related field will be considered. 2 years Experience in a similar role is mandatory. Knowledge of positioning and market research, Experience in research and academic communication is preferred, with good report writing skills.

Send in your resume with a passport sized photograph and the names and contact details of two non-related referees within ten days of this ad to:
Director, Human Resources - MAS Intimates (Pvt) Ltd., 7th lane, Off Borupana Road, Ratmalana. E-mail: careers-intimates@masholdings.com



We are an equal opportunity employer and welcome all qualifying candidates to join our team of MAS Professionals.

