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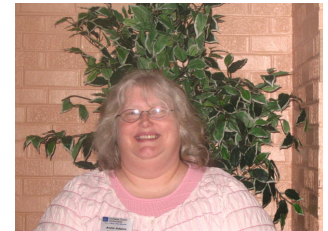
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- **Carole Yaw:**  
ISU Advisor
- **Cindy Crowder:**  
ISU Advisor

**Why I Chose Human Resources**

Anita Adams

After completing my bachelor's with a double major in Business Education and Information Technology and Business Administration, I thought my college days were over. About 6 months ago, I began feeling the urge to crack the textbooks and spend hours studying again! The question was, what area do I go into? Do I pursue another bachelor's or move right into graduate school. Thankfully, I met Dr. Carole Yaw, when we served on a search committee together, and she introduced me to the Human Resource Development program. As I reviewed the program, I realized that I finally knew what I wanted to be when I grew up!

Dr. Yaw also encouraged me to join the Wabash Valley Collegiate SHRM Chapter of ISU and SMWC, which I did. At that first meeting (where I was "encouraged" to accept the position of secretary...smile), I realized that I made the right choice in choosing the HRD program. The numerous opportunities that are available for networking, job training experiences and leadership positions, to name a few, are endless, both locally and nationally. I feel blessed to have found my niche, and I look forward to the plethora of experiences that are coming my way.



WVC SHRM's Secretary,  
 Anita Adams

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**What SHRM Means to Me**

James Sherwood



WVC SHRM's Vice President,  
 James Sherwood

SHRM gives me the opportunity to network with other students in the Human Resource program. More importantly, SHRM provides me with the chance to learn how *other* students are pursuing a career within the Human Resource division and with whom. I joined SHRM as a Construction Management student to learn what characteristics the Human Resource Department of major companies seek in possible candidates and how

these companies choose prospective employees. When applying for a career after graduation, I will definitely be coming into contact with the prospective employer's Human Resource Department – obviously, this department will be overseeing the hiring process. I joined SHRM to gain a better understanding of this process, and I must say, I am receiving that benefit!

## A Word from Dr. Carole Yaw from Success Factors

*“Action may not always bring you happiness; but there is no happiness without action.”*  
- - Benjamin Disraeli

The SuccessFactors Research HCM Business Impact model demonstrates the clear linkages between engagement, customer service, productivity, and retention. An engaged employee is more likely to put extra thought and effort into their work, engage the customer more frequently, speak highly of the company, and is far less likely to leave. This adds tangible value and savings for businesses that invest in HCM.

This investment in improved process and smart technology can help drive engagement, therefore improving productivity, customer service and retention, which ultimately drives revenue and profit. Dr. Peter Cappelli and SuccessFactors Research revealed in a recent presentation that 65% of the costs of doing business are labor related. Employee performance is crucial. Businesses with engaged employees simply perform better, and are all the more suited to the hyper com-

petitive business environment of today. HCM drives this performance, engaging and retaining employees, leading ultimately to satisfied customers and superior financial performance.

### Driving Real Performance Engagement

“Engagement with employees within a firm has shown to motivate the employee to work beyond personal factors and work more for the success of the firm.”  
—The Gallup Organization

### Inspires Retention

“Work groups whose members are positively engaged have higher levels of productivity and profitability, better safety and attendance records, and higher levels of retention. Not surprisingly, they’re also more effective at engaging the customers they serve.”  
— Manage Your Human Sigma

### Customer Satisfaction

“In a competitive marketplace where businesses compete for customers, customer satisfaction is seen as a key differentiator and increasingly has become a key element of business strategy”  
— Lawrence J. Gitman

### Productivity

“Mature systems support consistent application across units driving down G&A expense. More importantly they promote communication with employees, giving them clarity in terms of their effect on the business, thereby driving motivation. This leads to productivity and financial gain.”  
—How Smart HCM Drives Financial Performance

## Using Work Scheduling Options to Motivate Employees

Frank Whittle

*“Shallow men believe in luck. Strong men believe in cause and effect.”* - -Ralph Waldo Emerson

Most employers assume that compensation and benefits are the biggest motivators for employees. This assumption would be correct, but the lack of money in an organization should not stymie other options. There are many different ways to motivate your employees. For example, the Hawthorne studies have shown that many employees are motivated and perform better when they receive attention. Recognition programs are an excellent way to motivate employees, and many times can be done with limited resources. There may also be opportunities for an employer to redesign or modify existing jobs to increase an employee’s motivation. Some possibilities would be job rota-

tion, job enlargement, and job enrichment programs. An area I feel should always be considered by an organization is work-scheduling options.

These can come in many different forms, but the four most common types are: a compressed work-week, job-sharing, flextime and telecommuting. A compressed work-week usually involves employees working four 10-hour days and having a three day weekend or working 9 hour days and having an extra day off every two weeks. Job-sharing is another option, which can benefit both the employer and employee. Employees share a job and thus would only be working part-time, for example a full-time job could be broken

into two part-time jobs to accommodate the employees. The employer benefits by not having to pay some benefits (healthcare costs, etc...) and having two minds working on one position.

Flextime is a growing trend and can be very effective at motivating your organization. This usually is done by allowing employees to set their own schedules as long as they meet the 40-hour workweek. An employee may come to work two-hours early, so they can leave for their daughter’s soccer game a couple of hours before work is over. Employers should understand their business and know the minimum amount of employees needed at any point in time. It

# Using Work Scheduling Options to Motivate Employees (cont'd)

WVC SHRM

is recommended that at certain times of the day, you have all workers "on the clock". Many organizations require that all workers be available between 10:00 am and 2:00 pm.

Telecommuting allows an employee to do some of their job from home. An employee may work three days in the office and the other two days from home. This can be very motivating for an employee, but studies have shown that most employees were more satisfied with their personal and family lives before they started working at

home. Some suggestions to maintain your productivity if telecommuting, include:

- Set ground rules with your family
- Clearly set your work location by using a separate room with a door you can shut
- If you have small children, you may want to arrange for child care during your working hours

- Stay in touch with your co-workers and professional colleagues.

Employers should never let a lack of resources keep them from looking for creative ways to motivate their workforce. Although money and benefits are important to people, there are other ways to make someone appreciate their job.

## A Note from Clint Swindell & Associates

Ralph Waldo Emerson once wrote, "What you do speaks so loudly that I cannot hear what you say." I believe that to be true, and wonder how often we send messages that contradict each other. Perhaps we tell someone we appreciate them, and then do something that negates our words. Perhaps we encourage a child to be honest in all they do, and then do something dishonest that ne-

gates our words. Perhaps we encourage a child to be honest in all they do, and then do something dishonest that negates our words. Perhaps we tell someone to stop being so negative, and then complain about everything in our own world.

As leaders, we must work hard to ensure what we say and what we do is the same. As humans, we'll always struggle with it because we're not perfect. But

we at least should be making the effort. The first step is being aware of it. So that is my question for you to ponder until next time. At the end of each day, I want you to ask yourself this one simple question ... am I setting a good example of leadership by ensuring that what I do doesn't negate what I encourage others to do?

*"When one door  
closes another door  
opens; but we so  
often look so long  
and so regretfully  
upon the closed  
door, that we do not  
see the ones which  
open for us." - -*

*Alexander Graham*

*Bell*

## What SHRM Means to Me

Loren Hewins

When I first came to Saint Mary-of-the-Woods College, I had no clue as to the direction of my degree. After being here nearly a year and a half, I realized not only what I want to do, but I have also found one of the best networking tools available to students.

Being a member of the student SHRM chapter has taught me a great deal, not only about the human resource field, but about business in general. Our

monthly guest speakers are geared towards topics that interest students of any year and of any major. SHRM offers countless opportunities for internships, jobs, other career opportunities, and networking for any career focus. Unfortunately, there is a major problem with SHRM: student involvement.

The Wabash Valley Collegiate Chapter of SHRM is currently in jeopardy of losing its chapter for

the upcoming year unless we can find eight new student members for the national level. As I am the only representative from Saint Mary-of-the-Woods College, I took it upon myself to start recruiting on my campus.

After working for most of the semester marketing SHRM towards the SMWC campus, I am happy to state that we have obtained eight new members from SMWC in the student chapter and I realized just how im-

portant it is to me. I have found, being that my major is Human Resources, being a member of SHRM is a huge resume builder. Not only working to gain new members for the student chapter, but being a member of the national chapter and participating in the HR Games will help me on the road to obtaining my PHR certification. I never knew the opportunities SHRM possessed and am so grateful that my HRM professor and advisor, Frank Whittle, mentioned he gave extra credit for attending the meetings during class. Without SHRM, I doubt I would have much direction other than HR as far as my career goes. SHRM has helped me find internships, potential jobs, and work opportunities that will help me advance as far as possible in my field!



**WVC SHRM's Public Relations Director, Loren Hewins**

## A Welcome to the Members of the Advisory Board

The Wabash Valley Student SHRM would like to welcome our 2007-2008 Advisory Board. These members will work to plan next year's meetings, speakers, and events such as tours and parties. We wish them the best of luck!



**First Row: James Sherwood, Terri Clark, Pei Hsuan Sun  
Second Row: Loren Hewins, Lisa Stepro, and Jennifer Eastridge**



**Lisa Stepro of Unison Inc. and Roland Johnson of Sony DADC**

### Future Meetings!

- **February 20, 2008 in room 101E of the Myers Technology Center at 4:30 p.m. (Mardi Gras Party!)**
- **March 19, 2008 at Sony DADC at 4:30 p.m.**
- **April 16, 2008 at Saint Mary-of-the-Woods College at 4:30 p.m. (Spring Picnic!)**

### Upcoming Events!

- **February 6: Career Fair! From 10-2 at Indiana State University**
- **February 8: HR Games at Indiana Tech in Indianapolis**
- **February 8: State Leadership Conference in Indianapolis**
- **February 13: Tour of Unison Inc. at 3:30 p.m.**
- **February 27: Tour of Staples at 3:30 p.m.**
- **April 11-12: Regional HR Games in Omaha, Nebraska**