

FEATURES



IHRIM.link *Linking the World of Human Resource Information Management*

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5 Deficits Abound – A Worker and Workplace Dilemma

By Rick Lee, Magellan Health Services

The retirement crisis has created a significant stir in the human resources divisions of employers, both public and private. It seems common knowledge that there will not be enough workers and the ones that hold jobs will lack the maturity of their parents and predecessors. There is no time like the present for employers to develop strategies for extending work and wellness into the pre-retiree and retiree-aged working population. Without sufficient strategies aimed at keeping the healthy workers healthy, a dire perspective takes shape for running American businesses from 2020 on.

8 Planning for the Golden Years Requires Education

By Greg Brooks, Convergys Employee Care

Beyond understanding the basics, employees should be prepared for the “what ifs” they will face when they are ready to retire. For organizations that use their total rewards as a strategic means of attracting, motivating and retaining talent, delivering a means for employees to fully understand the benefits provided and how to protect their future can strengthen the impact of those programs. Providing education to support retirement planning not only helps employees while they’re on the job, but also ensures they are financially prepared for life after leaving the workforce.

11 Addressing Labor Shortage through Virtual Office and Telework Arrangements

By Kristina Gribovskaja, Runzheimer International

In times of an increasingly competitive market for talent, the principal challenge for HR departments is not only finding and attracting new candidates but retaining existing employees who continue to create value for the company. As employers and their HR departments continue to devise and improve their talent management strategies, serious consideration should be given to implementing or expanding virtual office programs as a means of abating labor shortages. Telework, remote work or virtual work programs, when properly designed, are key differentiators to help organizations create competitive advantage by winning the war for talent.

14 401(k) Plans – In a Multi-Generational Workforce

By Tim Phoenix and Joseph Rosalie, Deloitte Consulting LLP

Employers must apply speed and quality to confront the bewildering array of investment, record keeping, and communications services that create challenges to the effectiveness of their plans. Progress to improve 401(k) plan effectiveness is possible on all fronts and employers can – and must – work through the issues, using both creativity and sober business investment analysis of their strategic needs. A transformed 401(k) plan can help lift an entire human resources strategy through its thoughtful collaboration efforts, perception of reward for effort, and expressed interest and concern for the future of its workers.

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