

Optimizing Human Resources



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Purpose of Discussion

To optimize the acquisition and performance of “human capital”, thus increasing the effectiveness and efficiency of your organization.

Hiring Graduates

- Expensive
- Varying levels of preparation
- Risky

Hiring Graduates

- Typically performed through resume examination and interview process
- Phone, on campus, career fair, on site

Hiring Graduates

- Consider graduates as “human capital”, and employ supply chain management strategies.
- In supply chain management the acquisition and manufacturing process is examined for opportunities to add value and optimization process.

Education System Integration

- Recognize widely differing education systems
- Examine for points of integration

Establish Presence and Reputation

- Speakers in classes
- Speakers to student organizations
- Student group tours
- Videos of processes for educational use
- Donate equipment
- Establish scholarships

Curricular Input

To ensure graduates possess competencies required at your organization:

- Become Industry Advisory Board member
- Information to Department, Program Chairs or other in charge of curriculum.

Cooperative Education / Internship

Hiring pre-graduates as a “co-op” or intern

- Mutually beneficial endeavor
- Evaluation method for full time hiring
- Most beneficial when an ongoing process
 - Established projects
 - Mentors

Continuing Employee Performance Optimization

- Work that has interesting elements
- Work that allows growth and development
- Encourage external employment examination

Continuing Employee Performance Optimization

- Recognize current fluid nature of employment
- Examine relations frequently
- Do not create value / wage discrepancy

Questions / Discussion

What human resource issues do you face in your organization?