



HAPPY LABOUR DAY!

THE BOTTOM LINE:

Labour Day in Canada is celebrated on the first Monday of September and is a statutory holiday. Rules for Holiday Pay for Nova Scotia can be found [here](#).

ARTICLES OF INTEREST:

Being a good employer, effective business not mutually exclusive. A supervisor may know her job well and be making big bucks for a company, if the manager is treating employees poorly it shouldn't be ignored. There are huge risks for the company. [HR Reporter, 3 August 2011](#).

Don't take engaged employees for granted. Work engagement depends on two kinds of resources: Job resources such as social support, feedback and opportunities for autonomy, variety and growth. The second resource is the employee's personal resources, such as self-esteem and optimism. [Financial Post 19 August 2011](#).

Finance executives cite recruiting challenges, growing retention concerns. Financial leaders surveyed for the fifth annual Robert Half Global Financial Employment Monitor reported difficulties finding skilled staff and growing concern about their ability to hold on to their best employees. [Exchange, 19 August 2011](#).

70 Percent of Canadians cite respect for co-workers as top factor for job satisfaction. Canadian workers declare that showing respect towards all members of staff is the most important ingredient to creating a happy business culture. [Financial Post 22 August 2011](#).

It takes more than money to keep employees engaged. According to a recent survey of more than 800 high-potential employees, more than 25 per cent reported they were planning to change jobs in the near future. [Winnipeg Free Press 27 August 2011](#).

Managing generation gaps key to success in workplace. Four distinct generations are in the workforce right now, and if employers don't at least attempt to understand the values and characteristics of each group, they'll have a hard time attracting and retaining good employees, to the detriment of the business. [Guelph Mercury 27 August 2011](#).

If you need more information about performance management and employee policies, consult a [Human Resources professional](#).

ANNOUNCEMENTS:

[HR pros](#) is pleased to announce that Deborah Lohrenz, CIM, RPR, CCP, has joined HR pros as Director of Sales and Marketing. Deborah can be reached at Deborah@hr-pros.ca or at (902) 229-3915.

UPCOMING EVENTS:

Tanya Sieliakus, [VP Consulting Services](#), will be conducting a workshop on Human Resources Management in Digby on 13 September.

On the 1st Wednesday of every month, join [Business Alliance for Local Living Economies \(BALLE\)](#) Nova Scotia and other local businesses to chat about what is happening in local and independent business in Nova Scotia. HR pros is a member of BALLE Nova Scotia.

The Halifax Chamber of Commerce's [Business to Business Expo](#) will be on 20 October at the WTCC. It is free to attend so be sure to mark your calendar and stop by [HR pros'](#) booth!

TELL US ABOUT YOURSELF:

You are invited to post a description of your business on our [Facebook page](#). Please do include a link to your Facebook page.



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