

TAHRA

Traverse Area Human Resource Association

P.O. Box 1656 Traverse City, MI 49685-1656

Update from the Michigan Society for Human Resource Management



AFFILIATE OF



As the Northern District Director for MISHRM, I thought you might want to know what the State SHRM association is working on. Here are the highlights from the recent Michigan State Council meeting on Wednesday, September 24, 2003.

Watch for a state council magazine that will focus on the upcoming state conference and replace the state conference brochure. Everyone is encouraged to write articles for inclusion in the publication. Please send them to Laura Van Popering, MISHRM Communications Director, at Laura@vpml.com

Upcoming 2004 State Council meetings are:

- March 5 at CMU in Lansing 9:30-3:30.
- April 26 Leadership in Lansing 9:30-3:30.
- June 3 and 4 Council Retreat and meeting in Frankenmuth
- September 22 in Dearborn at the State Conference.
- December 3 CMU in Lansing 9:30-3:30.

All chapters should have someone in attendance at each State Council meeting above – the amount of money TAHRA receives back from each state conference is based on attendance.

The more meetings we have someone at, the more money we get back from the state based on our attendance at the State HR Conference.

The deadline for applying for chapter grants from MISHRM for 2004 is December 6, 2003. The maximum individual grant is \$500.00, the total available is \$1,500.00. It was noted that TAHRA celebrated their 25th anniversary last year, but we will still receive an anniversary check from the State Council this year. In case you are going to the National SHRM Conference next June in New Orleans (<http://www.shrm.org/conferences/annual/>), the Michigan HR contingent will have the opportunity for some teambuilding on the Mississippi River. Reservations have been made for a two-hour jazz; sightseeing and dinner cruise aboard the Steamboat Natchez. Contact Dan Dunn at dan_dunn@comerica.com for details.

There are many changes taking place with the MISHRM website, www.mishrm.org. The current MISHRM newsletter is available on the website.

HR Management

Most workers still in search of dream job

Generally, workers feel fortunate to be employed, yet dissatisfied with several aspects of current jobs, with 75 percent of employees revealing that they're not working in their dream jobs, according to CareerBuilder.com survey.

At the same time, the majority of these workers voiced increased dissatisfaction with pay, workloads, stress levels and lack of career advancement opportunities in their current positions.

Other key findings include:

- Challenged to produce the same results with fewer co-workers, half of workers reported their workload

is too heavy.

- In conjunction with heavier workloads, 55 percent of those surveyed said they're working under a great deal of stress.
- 53 percent of workers reported they are dissatisfied with their pay, up from 44 percent in July 2002.
- 45 percent of workers are dissatisfied with the opportunities for career advancement within their own organization, up from 36 percent in July 2002.
- Many workers are questioning the stability of their organizations in a tough economy. Two-third of workers said they continue to feel the threat of a layoff.
- 63 percent reported that finding a better job would improve their quality of life.

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Details on the 2003 State Conference: The SHRM Business Academy attracted thirty-six persons and received excellent evaluations. While conference attendance appeared to be down slightly this year, a record number of eighty vendors had registered for the event.

2004 State Conference will be held September 22nd to 24th and the location is the Hyatt Regency in Dearborn.

2005 State Conference: The site for the 2005 gathering has been selected and it is the new Doubletree Conference Center in Bay City.

2006 State Conference: Grand Rapids will host the 2006 State Conference and is planned for the new conference center in Grand Rapids.

Opportunity! 2007 State Conference: If a chapter (or chapters) is interested in hosting a state conference, the request for proposals for the 2007 event will be mailed out at the end of October and will be due January 31, 2004. There is a lot of support and resources from MISHRM which help guide a chapter through the hosting process.

Please let me know if you have any questions.
Bill Hendry, 231-995-1025, bhendry@nmc.edu

Annual benefits enrollment season means employers should measure costs.

As health care benefit costs continue to soar, employers should use the current open enrollment season to look for ways to lower administrative costs, according to Cathy Tripp, National Practice Leader for eHealth at Watson Wyatt Worldwide.

Tripp said employers should capture the cost for licensing, third-party vendors, call center support, internal IT/IS resources, print, production and fulfillment activities. She also suggested that employers keep track of the cost for both in- and out-of-scope fees from vendors. And, employers should document the cost of HRIS system upgrades and changes needed to support enrollment solutions each year. Many companies pay more than \$150 per employee annually for health and welfare administration. Reprinted from CCH News.

Back to School

This time of year always makes me think of going back to school. Some of you may be thinking about your own professional development. What's next for you?

One of the things we try to offer through our monthly programming, workshop offerings and Certification Study Group, are opportunities to professionally develop. When you talk to HR Professionals, obtaining the Professional in Human Resources (PHR) and/or Senior Professional in Human Resources (SPHR) was challenging and they learned a lot from doing it. It is a great credential to have on your resume, and most HR professionals feel much more confident about their level of knowledge.

For those considering certification, you can check out the Human Resources Certification Institute's website at www.hrci.org for more information. The PHR examination is appropriate for HR professionals with two to four years of exempt-level HR work experience and the SPHR is appropriate for those with a minimum of six to eight years of exempt-level HR work experience.

The exam is offered twice a year in December and May. Right now we are organizing a study group for the spring exam. Please contact me if you are interested in the study group. The study groups generally meet about 10 weeks prior to the exam, once/week for 2 hours. Above the professional credentialing, most study grouppees will tell you that the people you study with become great friends and you learn a lot from each other. That's the best part!

Best regards,
Kate Greene

TAHRA

TAHRA 2003-2004 Leadership Board

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WE'RE ON THE WEB!

www.tahratc.org



November Program

“Regional Wage and Benefit Survey”

Presented by Kevin Marrs

From the American Society of Employers (ASE)

Kevin will discuss the results of the 2003 Compensation and Benefits Survey for Northwestern Michigan.

RSVP by Thursday November 6th

To Carol Kasper at ckasper@nmc.edu or 995-1362

Guests Welcome with a \$30.00 fee

Fee applied to membership dues if guest joins TAHRA

December Program

“TAHRA Member Roundtable”

This members-only meeting will highlight informational

Presentations from our members who attended the September SHRM state conference in Lansing.

RSVP by Thursday December 3rd

To Carol Kasper at ckasper@nmc.edu or 995-1362

Newsletter Articles

The TAHRA Newsletter is a bi-monthly publication. Members interested in submitting articles for the newsletter or for press releases should contact Michelle Kappie at mcasp@yahoo.com. Deadlines for submission are the 8th day of the month. TAHRA encourages its members to submit articles, information or successes they've had that they feel others may find interesting. TAHRA reserves the right to alter submissions for space purposes. If you would like to be removed from the newsletter mailing list, please email a reply letting us know.

Employer Training Council Seminar

On Wednesday November 5, 2003 the Employer Training Council will present a seminar entitled, “Creative Employee Retention Method’s in Today’s Economy, Discipline and Termination.” Panelists include *Tina Riley*, MSU Extension, *Kevin J. Davidson*, The Employers Association of Grand Rapids, and *Coco Stachnik*, Hagerty Classic Insurance. The cost of the seminar is \$95 and it will be held at the Traverse City Michigan Works! Service Center from 8:15am-Noon.

Call Michigan Works! For registration information at 1-800-442-1074. ETC teaming for success!