

The Challenge of finding Employment

In a volatile employment climate, today's job seeker is challenged to find available, suitable and secured employment. There are many contributing factors to this, but it all starts at the level of job availability. In an environment of economic downturn, the trend is for employers including governments, to direct attention at reducing expenditure. The reduction of labour is perhaps the easiest of way at which to start this process.

For employers generally, recruitment may not necessarily become a focal point, but instead, which workers are amongst the best to be retained. It is expected that they will be very cautious and careful when it comes to shedding staff, as it would not be to their advantage to be rid of productive staff members. Having recruited young talented employees who bring some new knowledge, skills and competencies to bear, employers have to make some difficultly choices between maintaining such quality young workers, as opposed to knowledgeable and experience workers. Invariably, in most cases, the decision-making process cannot be easy.

There may not be an easy fix available to employers, but through the process of employee appraisal or evaluation, the stress associated with the decision-making process can be significantly reduced. Employers should be guided by the fact that where records are kept on the performance of employees, that this can help them to make an informed decision. Employers who don't undertake to monitor the performance of their employees open themselves to acting in a subjective manner. Following on this they stand to be accused of favouritism. Employers are left to act in a fair and transparent manner.

Those workers, both young and old who have been thrown on the breadline, are concerned with the fact that is hard for them to find suitable jobs. It may not be their ability to do the job, but the issue is that employers' resort to taking the age factor into consideration. Those who are over fifty years of age, may find some difficulty in gaining employment. On the other hand, there are those employers who are of the view that youthfulness is associated with inexperience. It is advisable that when recruiting labour, employers pay attention to the human resources needs that are best for their enterprise.

The fact that many workers are challenged when seeking employment, may be as a result of factors over which they have no control. The growing competition in the marketplace means that every employee or potential employee should make

themselves marketable. It therefore means that whether the individual is young or old, that it is important to be on the cutting edge. Every opportunity for training, retaining or engaging in self-development programmes should be seized.

Employees should move to make themselves more relevant in today's world by moving to upgrade themselves with technical skills. It is accepted that the world is placing an emphasis on Information, Technology and Information (ITC) skills. There is always the need for skill artisans and technicians.

Those employees who are waiting on preferred jobs may find that the wait time is longer than anticipated. With global recruitment of workers now very evident as a practice, being ready to access an opportunity when it presents itself is what matters most. Those who have an employment bias, in that there are looking for a preferred job with a specific salary and conditions of work, may find that by the time they find employment, they may no longer be fit for the job.

Workers who have attitudes, dispositions and employment preferences should come to realize that they will have a bigger challenge to finding and maintaining employment than most.