

A **Simply Personnel** White Paper



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Fighting The Friday Feeling Fever

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You may have read about the "Friday Feeling" trend in the papers this week.

It refers to the rising instances of people skipping work on a Friday, and is reported to be costing some organisations over £50m per year.

In this free tips list, Simply Personnel HR software offers you some helpful hints in tackling this trend within your organisation...

5 Really Helpful Tips...

If your employees are working in more pleasant surroundings, it helps them build positive psychological associations with coming into work, regardless of what day it is.

1. Make your office an environment that employees want to come into—even on a Friday.

You can do this very simply by making sure you have plenty of natural light in your environment (natural light is even thought to combat depression in the workplace) – adding plants and hanging paintings can also help. In addition to these basic steps you also need to make sure you are providing the best possible facilities for your employees including drinks and food making facilities.

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2. Build a bit of team spirit.

Organise regular outings for your employees, they don't necessarily have to be funded by the organisation – maybe you could make a small contribution and subsidise the night out for employees.

Even better, why not organise such events after work on a Friday. You'll soon find people prefer being part of the collective and will make the effort to come in regardless of how their feeling in order to join in with whatever fun is to be had after work.

Suggestions for nights out include bowling, theatre trips, cinema trips, murder mystery evenings, and dining in the best restaurant in town. Try and think of something a little different that you know people would want to be a part of. Such arrangements also generate good will from your employees towards the organisation, making them more likely to go that extra mile – which includes coming into work on a Friday when they'd much rather go to the pub early.



3. Use a comprehensive HR software system.

On the surface this may seem like unnecessary expense but there is no easier way of tracking employees and their contribution to the organisation of the whole.

Amongst many other features this human resources software will enable you to record and analyse Holidays, absences, lates, un-authorised sickness.

Furthermore, Simply Personnel HR software automatically measures the disruption to your business using the Bradford Factor Formula. There is no substitute to having these indisputable facts at hand when coaching and developing employees or assessing the annual budget of your organisation. The first step to encouraging employees to turn up on a Friday is to make it known you are willing to acknowledge and assess the problem at hand.

Book a Demonstration to find out how Simply Personnel Software can help you reduce absences and save you money.

4. Make sure your policies regarding absence are known to your employees and make sure they are rigorous enough to make an impact.

If you allow people a certain number of days of sickness without any action being taken, you will find that they will take that time off and then return to work without any consequences. Have some kind of system where on return they must log their absence details with management, and make sure they also have to call in every day that they are absent to confirm and update their current status.

The longer they have to wait before answering to management about their absence, the longer the absence is likely to last.

5. Ask your employees

Ask your employees via an anonymous employee survey what issues your workplace could improve on. There may be issues that are causing absence that you are not aware of. Or certain aspects to the working environment that are decreasing morale to the point that your employees don't have a conscience about taking sick days.

Distribute the survey and ask for honesty, explain that the environment can only improve with their honest opinions about what changes need to be made.

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About Us

Simply Personnel is in the business of providing your organisation with Strategic HR Solutions so you can improve your operational effectiveness and strengthen the links between your companies, departments and people to deliver your strategy.

We do this by understanding your needs and requirements. Only once we have Simply Personnel has been providing HR systems for over 10 years. We have a base of over 2,000 customers; many of them top performing organisations within the UK. Our customers are in virtually every industry and operate domestically and internationally.

Customer satisfaction is important to us – we hold regular meetings with you to ensure that our solutions are meeting your needs and plan your objectives for the future.

The successful implementation of the Human Resources systems depends upon selecting the right software and systems. Equally important is the selection of the right supplier who can really understand your requirements and establish an effective working relationship.

With offices in the UK for sales, product support and development, Simply Personnel is committed to providing cost effective HR systems - before you decide to buy compare our prices and products.