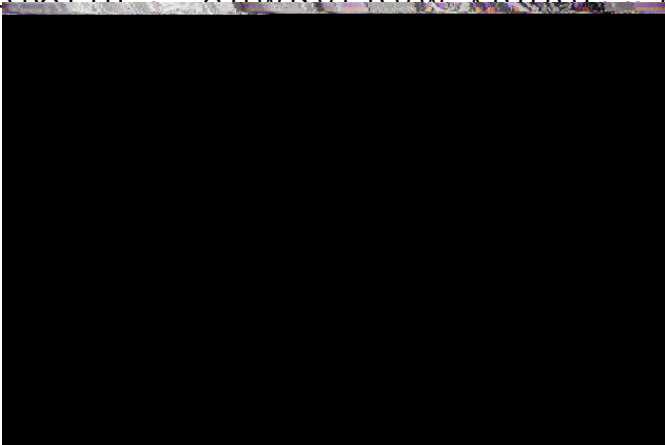


Q. 1HZV UHSRUWV KDYH IUHTXHQWO\ PHQWLRQHG 37KH \*UHDW  
5HVLJQDWLRQ' RYHU WKH SDVW \HDU UHIHUULQJ WR KRZ PDQ\  
HPSOR\HHV TXLW WKHLU MREV DQG ZK\ :KDW FDQ VXSHUYLVURV  
RU PDQDJHUV GR WR KHOS FXUE WKH ORVV RI JRRG ZRUNHUV"

A. 5HVHDFK VWXGLHV VKRZHG WKDW ZKHQ WKH FULVLV VXEVLGHG  
HQRXJK IRU HPSOR\HHV WR UHWXUQ WR ZRUN PLOOLRQV KDG PRYHG  
RQ :KDW IROORZHG ZDV D ZRUNHU VKRUWDJH DOORZHG HPSOR\HHV  
WR FRPSWH IRU JUHDWHU EHQHILWV LQFOXGLQJ DWUDFWLYH UHPRWH  
MREV \$ GHVLUH WR QRW UHWXUQ WR WKH RULJLQDO MRE DOVR SOD\HG D  
UROH LQ DGGLQJ WR D ODERU VKRUWDJH 6XGGHQO\ 3HPSOR\HUV  
QHHGHG HPSOR\HHV PRUH WKDQ HPSOR\HHV QHHGHG HPSOR\HUV  
2QH VWXG\ FRQFOXGHV WKDW IDFWRUV WKDW FDQ H[DFWLYH WKH ORVV  
RI ZRUNHUV DUH 3WR[L' FRPSDQ\ FXOWXUH ORZ VDODU\ SRRU  
PDQDJHPHQW ODFN RI KHDOWK\ ZRUN OLIH ERXQGDUHV DQG QRW  
DOORZLQJ UHPRWH ZRUN \$UH \RX D 3WR[L' FRPSDQ\ QHWURVW\ ABNUL \$D \ F  
LQ H[SORUHV WKH VXSHUYLVURV U

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YH

IRU D SRVLWLYH DQG HQJDJLQJ UHODW  
ZLOO WKLQN WZLFH EHIRUH JLYLQJ LW  
DQRWKHU MRE

Q. :KDW LV WKH ZD\ WR PRWLYDWH DQ

A. 7KRXVDQGV RI UHVXRUFHV KDYH EHHQ DXWKRUG RQ PRWLYDWLQJ HPSOR\  
OLVWV LV 3SHUVRQDOO\ WKDQNLQJ HPSOR\HHV IRU JRRG SHUIRUPDQFH ' 6RX  
VWUDWHJ\ LV FRPPXQLFDWLQJ JUDWLW\ XGHVZLFWK Q R Q FHLQLF\HU L\XP DQV R Q D V IP X  
H[DPLQLQJ \RXU RZQ SHUVRQDO UHDFWLRQ GRRQ M RZFH\OK L Q H W W K H P S O R \ H H W X C  
9LVXDOL]H WKH EHQHILWV 7KHQ XVH WKLV HQHUJ\ DQG DZDUHQHVV WR FRP  
SRVLWLYH LPSDFW RQ WKH HPSOR\HH 6RPH PDQDJHUV RIIHU SUDLVH QDW

