

Developing Your Employees

Increased employee skills

Increased employee motivation and engagement

Higher departmental performance

Goals and learning

Meet mission and objectives

Increased personal job satisfaction

Elevated employee job performance through productivity and innovation

Additional Benefits

- Employee retention
- Recognition opportunities
- Support of departmental goals

Supervisor's Role

- Establish trust and respect
- Delegate more and with purpose
- Provide honest feedback
- Job enrichment (additional responsibilities / cross training)
- Offer your employee opportunities for special projects, trainings, and conferences
- Encourage participation in professional organizations or JMU committees
- Make learning a part of your regular meetings
- Coach employees to research and be confident in decisions
- Ask your employee about their goals/strengths/weaknesses/special talents/what they enjoy doing

"If knowledge is a power, then learning is a superpower." – Jim Kwik

Compensation Corner: Duties and Responsibilities

This is one of the Pay Factors used for pay determination purposes. Duties and responsibilities describe the primary and essential work functions performed by an employee or group of employees. Variation in duties and responsibilities helps distinguish one employee from another for comparison purposes.

