

73% of Bosses Believe They Do Not Get Maximum Productivity from Their Workforce

73% of bosses are frustrated that they do not get maximum productivity from their employees according to new research by the employment law consultancy Peninsula Business Services.

December 5, 2013 (FPRC) -- 73% of bosses believe they do not get maximum productivity from their workforce

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- 61% of employers have dismissed workers within the last 3 months because of productivity issues.
- 32% of employers are not aware of what KPI's are and how to implement them.

Peter Done, managing director of Peninsula said today, "KPI's are a great way to tie in workplace performance with business targets. Now is a good time to sit down and review how 2013 has been for you and look at how you wish your business to progress in the coming 12 months. However businesses need to ask whether they have considered implementing KPI's for the year ahead? Are you aware of what KPI's actually are? Surprisingly a lot of businesses are not, even though they can increase productivity and help move your business forward. "

"KPI's are a good way to measure performance of both employee and employer. Surprisingly not many bosses keep track of this and I always think December is a good time to sit down, review how your business has done in the last year and most importantly ask yourself what are your business objectives for the year ahead; how can the performance of my workers be tied in with this? "

Done continues, "When setting individual targets it may be a good idea to consult with managers and staff, you also want to ensure targets in place are attainable. Consult with your employees and discuss the KPI's that you plan on implementing, explain what is expected from your workforce and gather their ideas and opinions. Communication is also key and helps inform your team on what targets are set in place and how as a group everyone can help to attain the metrics set. Making it a group effort will certainly help, it will boost morale and at the same time inform your staff on how well the company is doing. "

Peter Done concludes, "Finally sit down with the individuals and let them know how they are doing. If they fail to make targets then you will need to look at whether the KPI's set are attainable, if they are and the employee continually fails to miss the targets then you may have grounds to look at whether the individual is capable of the job. "

Notes to editor:

Peter Done is managing director of Peninsula Business Services.

Peninsula Business Services is the employment law consultancy based in Manchester, UK.

Peninsula spoke with 468 employers via telephone.

For further clarification please contact Sammual-James McLoughlin at Peninsula on 0161 827 8511.

Contact Information

For more information contact Sammual - James McLoughlin of Peninsula Business Services
(<http://www.peninsulagrouplimited.com>)
0161 827 8511

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