

EMPLOYEE LOYALTY

Organizations always focus on hiring an employee who got experience and education of required field. The set criteria mostly been decided by the management, and given to HR department to hunt for right candidate. Ever since I started my professional career, I have seen the same approach all over the world, including different companies in USA where I experienced the same strategy of hiring. If you have relevant education and experience you

are fit for the job, otherwise "FIND ANOTHER FOOL WHO LOVES YOU" kind of statement you get in reply from HR office.



If you go through with the reasons of termination or firing of an employee in any organization, you will find that; fraud, misconduct, misuse of company assets, misuse of power and attitude issues, top the list. You will also observe that, all of these misdoings are conducted by "educated & experienced employees" of the company.

Thus, for how much we believe in "Education & Experience" as crucial factors to fill in any vacant position, BUT, there is another side of the employee which is much more important for employer to look into at the time of selecting the employee.

"LOYALTY"! Yes. Employee having loyalty characteristics is way much important than employee having experience. Here is it why;

1. It's difficult for an employer/organization to figure it out the crime (money embezzlement, fraud, misconduct etc.) conducted by an experienced employee. Mostly it's too late when actual facts come on the table.
2. To keep the job intact an experienced employee can mislead the employer/organization in company progress (sales, finance, revenue etc.) figures.
3. Employer's first priority is to secure the capital/ investment. It a proverb that, if a loyal employee won't earn any profit for you, but rest assure he/she never give you a loss.
4. Loyalty factor in employee can protect organization from losses.
5. Loyal employee is always willing to be part of employer/organization even at the time of down trend. Sometimes up to extent that, he/she decline good offers from other organizations or annual salary increments. But employee not having loyalty factor will move to another organization without thinking for a moment.

In Pakistan, like all over the world most of the organizations are suffering due to this hard-core reality and not realizing the importance of "Loyalty" factor in staff members.

Think about it. Do let me know of your opinion.