

PROGRAM LAUNCHED TO REDUCE ABSENTEEISM AND TURNOVER

Supervisors of Plants 3 and 4 in Kernersville have completed a six session training program under the direction of Wayne Eads, president-founder of Scientific Training Institute. The training program was aimed at a solution to the control of absenteeism and labor turnover.

Recognizing absenteeism and labor turnover as one of the major problems in production and a cost factor of large proportions, the plant managers and their supervisory staffs launched on a goal of developing a continuing program to combat the problem.

The first step was to analyze their individual problems, then determine how to improve their skills. The sessions were centered on (1) How to Use Your Mind as a Power Generator, (2) How to Express Your Thinking and Ideas Effectively, (3) How to Get Along and Motivate People, (4) Company and Human Relations, (5) Personality Improvement, and (6) How to Develop the Human Approach to Creative Persuasion.

The corporate absentee policy and procedure was adopted and each employee given a copy of the policy. Group meetings were held with the employees to explain the new procedures and how the program will be of benefit to employees and the company.

Commenting on the success of the program, management officials state that there is not yet enough experience to evaluate completely its effectiveness. In Plant 3, absenteeism dropped from 8.2% for the week ending February 24 to 4.4% for the week ending April 28. This means a reduction of 668 hours per week lost due to absenteeism.

This decrease in absenteeism represents a gain in attendance equivalent to 83 1/2 days for one employee and a gain of 83 1/2 days pay for one employee per week. Figuring on a plant-wide basis, the gain represents an hour and ten minutes of production for the entire plant as well as an hour and ten minutes wages for all the employees.

Shipments for the week were 3% higher than they would have been at the same rate as February.

Following the completion of the training sessions, the graduates held their "commencement" banquet at the Albert Pick Restaurant with Lyndal Wiseman, president of the class, acting as master of ceremonies. He spoke on the "Magic of Believing in Your Company and its Goal".



Wiseman



Taylor



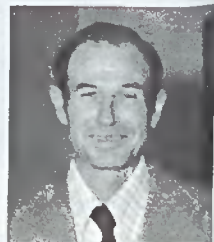
Gough



Mabe



Rich



Smith

Others on the program were Ken Rich, Danny McNair, Dan Gough, Dorothy Mabe, Leonard Taylor, and Henry Smith. Clarence Browning presented charts indicating how many employees had been hired over the last year and how many of those employees were still working.



Browning

Others completing the training program were: Grady Cox, Lewis Davis, Robert Davis, Morgan Exline, William Flynt, Anne Hoover, Ray Lee, Carroll Lineback, Leroy Lineberry, Betty Petticord, Gene Quick, James Shore, Douglas Streetman, E. C. Tatum, Paul Welborn, Clyde Williams, Robert Wilson, Dennis Wood, and Eugene Yow.

Special guests at the banquet were: Jon Wallner, Senior Vice President of Operations; Robert Boyles, Vice President in Charge of Production and Manufacturing for the Men's and Boys' Division; J. W. Sotherly, Personnel Director; and Wayne Eads, Director of the Training Program.

