



Minnesota Professionals for Psychology Applied to Work

Upcoming Speaker

By Gary Johnson, VP Programs

THURSDAY, MARCH 20: Money Can't Buy Happiness, But Why Not?

Dan Sachau, Ph.D.



Researchers find only a very small correlation between income and life satisfaction. Once a person's basic needs are met, additional income does not translate into increased satisfaction. But why can't money make people happier? It sure feels like it should. In this talk, Dr. Sachau discusses some of the mechanisms that prevent wealth from making us happy: escalating expectations, the unexpected costs of assets, the unattainable nature of luxury, and the oppression of too many choices.

Dan Sachau, Ph.D. is a Professor and Director of the Graduate Program in I/O Psychology at Minnesota State University, Mankato. He is also a consultant with the Organizational Effectiveness Research Group at Minnesota State. The OERG provides research and HR consulting services to a wide variety of organizations. Dan received a Ph.D. in Social Psychology from the University of Utah. While at the University of Utah, he spent five years working with Frederick Herzberg.

Dan's research interests include motivation, job satisfaction, and self-presentation strategies.



MPPAW Update

By Amy McKee, President-Elect

Happy almost-Spring MPPAW members! This month we're pleased to welcome Dan Sachau discussing the correlation between income and life satisfaction. It should be a thought-provoking and relevant presentation for us all, so try to join us at Solera Thursday, March

20th. Remember there is no MPPAW meeting next month due to SIOP. We will have a final meeting on May 15 with Bill Blanski speaking on the relationship between design and building a high performance culture. As you can see, we are striving to provide a wide range of subjects to reach a variety of interests of our members! We are seeking input on the topics and speakers for next year; you are welcome to share your thoughts with any board member or via index cards that are passed out at the session.

MPPAW is also preparing for next year with regard to new board members. Every spring we invite MPPAW members to nominate new board members (you can self-nominate too!) for the election slate to be voted on at the May meeting. We have elected, voting positions and non-voting roles on the board. You serve one year as the "elect" member, and one year as the position holder. Positions are unpaid, and can be shared if necessary. Board meetings are held once a month just before the MPPAW meeting, and one planning meeting during the summer. It's a fun and relatively easy way to get involved and get more experience with a professional organization. The position descriptions are listed on www.mppaw.org under "Contact - Positions." You can talk to any of the current elected position holders to find out more about the roles:

President

[Amy McKee](#) – ePsychometrics

VP, Programs

[Gary Johnsen](#) – Creative Metrics

VP, Communications

[Justin Bethke](#) - Target

VP, Membership

[Kevin Schlegel](#)

Treasurer

[Nate Whittier \(SKS Consulting\)](#)

Thank you for your support of MPPAW. We all have fun planning and organizing a vibrant, engaging set of speakers and topics in a unique, convenient venue. Contribute your time and thoughts and get even more out of your membership!

February Presentation Recap

Summary prepared By Rena Rasch, Co-Secretary

The Talent Shortage Challenge: Where Have All the Good Employees Gone?

Phil Schechter, SPHR

Phil Schechter of Schechter & Associates, Inc., in his presentation titled "The challenge of talent shortage: Where have all the good employees gone?," enumerated and discussed the challenges of talent management, including the changing nature of work, shortage of workers, aging population, war for leadership talent, and the cost of employment and offshoring/outsourcing. Phil also discussed strategies for dealing with these challenges, including talent acquisition, talent assessment, and talent retention and motivation. Schechter concluded his presentation with a list of strategic questions organizations can ask.

The first challenge Schechter called out was the changing nature of work. He mentioned the tendency for people to change careers, and the shortening of job tenure. He also brought up the trend towards a technical and service economy, growth of health related occupations, and the proliferation of part-time and contract employment. All of these things, Schechter argued, are changing the nature of work, and represent challenges to talent management. Schechter also mentioned the demand for U.S. jobs is outpacing the supply of U.S. workers, as well as an aging work force, as challenges to talent management.

Schechter mentioned that there is an impending drop in the age group of workers from which organizations typically select leaders. Schechter went on to discuss how most organizations do not have a succession plan in place. This is compounded by the fact that successful leaders have mastered certain competencies and have certain attributes, making selection and training challenging.

To complicate matters further, errors in selection are extremely costly. Turnover rates range from 25-97% across fields. Costs associated with workers compensation, benefits, and wages are on the rise. In addition, outsourcing and offshoring represent potential economic losses.

So, what can be done? Schechter stressed the importance of strategic talent acquisition. He discussed the importance of defining the job, the organizational culture, and the ideal candidate. He also encouraged creative recruiting, suggesting a number of different strategies, including taking a professor to lunch or offering an internship.

In addition to talent acquisition, Schechter argued that talent assessment for selection purposes is important. He compared the usage, reliability, and validity of a number of different

talent assessment methods. Interestingly, he found that those more reliable and valid methods, such as cognitive ability and integrity tests, are often used the least.

Once acquired, Schechter argued employee retention and motivation become important. He suggested a number of different strategies, including clear performance expectations, reward systems, goal-setting, and training, for retaining and motivating employees.

Schechter concluded with a list of questions organizational leaders can ask in order to prepare their organization for talent management challenges. These questions included "What demographic issues are we facing today and in the near future?" and "Do I know what human capabilities will be needed to deal with the customer issues?"

Announcements

By Justin Bethke, VP Communications

MSU/ MPPAW SOUTH AFRICA TRIP

Students, faculty and friends of the MSU I/O program are traveling to Karatara, South Africa May (14 – 29) to help a fledgling college called Eden Campus. Eden Campus is South Africa's first free rural eco-business school for entrepreneurs. Here is their web site <http://www.edencampus.co.za/>. Eden students learn the fundamentals of community enterprise business. Graduates return to their villages to help start businesses and promote economic development.

Eden campus is tiny and needs help. So, during the trip we will spend just over a week on campus meeting with Eden Campus students, providing input on curriculum, giving lectures, and constructing buildings. We will also spend a week traveling along the garden route visiting game parks, beaches, Cape Town, Nelson Mandela's prison memorial, etc. The itinerary appears below.

1) We still have spots available if you are interested in joining us. The trip will cost about \$3900 and includes air, lodging, transportation, guides, and some of the meals.

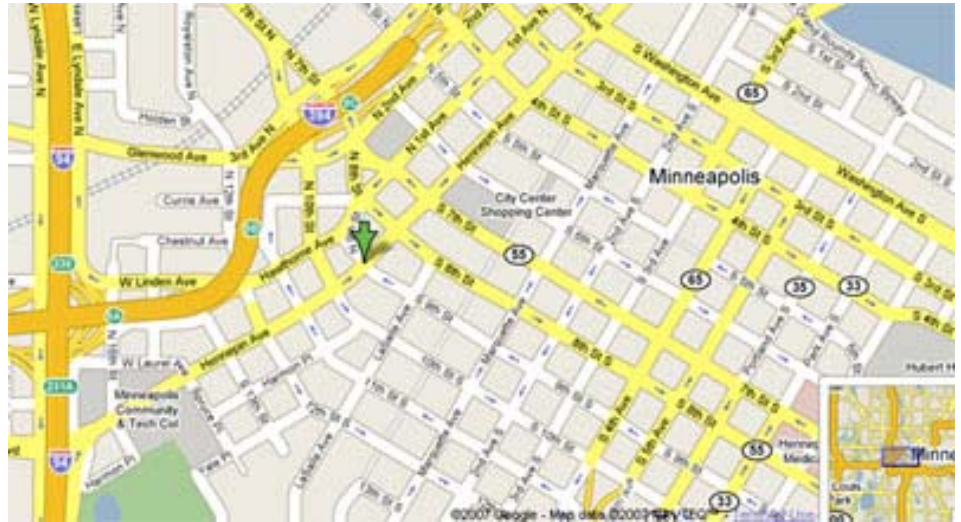
2) If you are unable to come with us but you would like to offer support for Eden campus, they need textbooks, computers, building supplies, chalkboards. In fact, they need just about everything. One thing in particular they need is *business clothing*. The campus has created a library of business clothes for students to use when they visit banks, go on interviews, and meet with local leaders. If you have business clothes that you no longer need and would like to donate, we would be glad to deliver them to campus.

Contact Dan Sachau at Minnesota State University, if you are interested in attending or you would like to donate, sachau@mnsu.edu, 507-389-5829

Format of Meetings

Meetings begin at 5:30 p.m. with a social hour, followed by the presentation at 6:20 p.m. The meeting will conclude at 7:45 p.m.

A fee of \$10.00 per MPPAW member and \$20.00 per non-member (\$5.00 and \$15.00 for students) covers food at the social hour, as well as the costs associated with the presentation that evening.



How to Get There...

Solera is located at 900 Hennepin Avenue in downtown Minneapolis. There is valet parking for \$6 or you can park in the Target Center garage directly behind Solera (and of course many other public lots around the 9th and Hennepin corner). Here's their website: <http://www.solera-restaurant.com/>

MPPAW Website: www.mppaw.org

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