

NEWS OF JOBS

Tips From The International Personnel Management Association

Setting Standards In The Public Sector

(NAPSA)—The key to measuring performance in any industry is having a standard to measure against. The key to setting a standard involves a process called benchmarking.

For example, in the realm of human resources, benchmarking makes it possible to determine if one procedure or one policy is more effective or popular than another.

Benchmarking is also essential to the process of technology transfer—sharing or modeling the procedures or systems of another organization.

One organization that has led the way in the process of benchmarking—establishing industry standards—in the human resources profession is the International Personnel Management Association, or IPMA.

IPMA recently conducted a benchmarking survey of compensation practices in the public sector. Highlights of the survey include the following:

- The most popular paid leave benefits, from an employer's perspective, are holidays (offered by 99 percent), sick leave (offered by 95 percent) and vacation (offered by 94 percent).

- Most employers—73 percent—allow employees to accrue between 11 and 15 sick leave days per year.

- Of the companies surveyed that offer a child care benefit, 40 percent offered on-site child care.



Nearly 30 percent of public sector employers contribute to defined contribution retirement programs.

- Domestic partner benefits were offered by 15 percent of the organizations surveyed. These benefits included medical insurance (91 percent) and dental insurance (75 percent).

- Nearly 30 percent of employers contribute to defined contribution or deferred compensation programs.

The International Personnel Management Association was established in January 1973. This non-profit organization represents the human resources interests of agencies and individuals in the public sector.

It promotes excellence in the human resources profession through the development of professional standards.

To learn more, visit the Web site at www.ipma-hr.org.