

Company Rewards Fight Absenteeism

One successful plan to keep absenteeism down in today's defense industry is a program that rewards employees instead of the customary method of disciplining them.

The technique, now in operation by Electronic Specialty Co. of Los Angeles at two of its eight divisions, awards workers who maintain a perfect attendance record by being on the job and punctual every working day. Employees who keep an unblemished slate during a three-month period are awarded one full day's pay. Those who come to work on time everyday for an entire year receive one week's pay based on their hourly rate. "Though the program costs our company about \$40,000 a year, it's worth it," said M. R. Rossi, general manager of the corporation's Connecticut Division where the project has been in full swing for more than a year. "Our overall attendance record has improved ten percent over a year ago," he explained. ES's East Coast Division produces electronic equipment and precision motors which are vital to many military defense programs.

Another division of the Los Angeles-based multidivisional corporation, where this program is in daily operation, is the company's casting facility in Pomona, California. E. A. Williams, the unit's general manager and vice president of facilities, claims, "The award program makes the difference whether or not we make delivery schedules in today's accelerated business climate."

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