

FEDERATION OF UGANDA EMPLOYERS BENEFITS PARTICIPATING IN THE EMPLOYER OF THE YEAR AWARD

Background

FUE has so far conducted ten (10) EYA surveys under different themes since 2001. The EYA 2011 survey was conducted under the theme “Talent management to maximize productivity” and of 2009 under the theme “HR Strategic Alignment and Visibility: Links that Unlock Enterprise Performance”. EYA is recognized as one of the most respected workplace awards in Uganda.

After the award giving ceremony of each survey, FUE conducts a “feedback seminar” aimed at discussing the ranking criteria (survey findings), addressing any feedback from the survey process and therefore creating a platform for benchmarking amongst the various participating and non participating organizations, of those unique HR practices.

EYA Objectives

1. To promote professional (modern best practice) HR policies and practices among Employers.
2. To develop and disseminate a set of guidelines by which employers can work to improve their HR policies and practices.
3. To recognize Employers that have excelled in putting in place outstanding HR policies and practices that enhances organizational performance.
4. To provide feedback to participating organizations of their HR management status and enable them to benchmark nationally and internationally.
5. To compile a national definitive annual report on the status of HR policies and practices.

Benefits

- The compilation of the General and company Specific Reports is a HR audit process that can provide the basis for a future plan to create a productive workplace.
- During the finals you will be able to observe presentations that contain examples of best practices applied by like minded organizations.
- You will be able to showcase your company’s Best Practice on a national stage and influence accepted national Best Practices.
- Company pride will be enhanced by being ‘the best employer in Uganda’. You also get to celebrate the achievements of your team publicly.
- Innovation is encouraged.

- Meeting with companies from the same and other sectors leads to the formation of partnerships to exchange information and experiences, and the arranging of exchange technical visits on an ongoing basis.
- These partnerships can extend to subjects beyond HR issues.
- The exchange of information and experiences can produce accelerated technical benefits year on year. The investment in time and finance needed to participate in the Awards is not large and can be exceeded by many times by ongoing benefits.
- Success in the Awards may be used to promote HR Investment.
- National and international publicity is enhanced. It elevates your company's brand awareness
- Reinforce corporate direction by demonstrating that the company values the people that deliver results
- Attract & retain talent through improved reputation. A company's success depends on its staff.
- Gain a Sales Advantage through enhanced reputation as a responsible employer
- Expand Public Relations through the free publicity an award-winning business receives which can result in more business and new connections.
- Evidence suggest that bottom line of corporate award winning companies improve reasonably