



THE JAMAICA EMPLOYERS'
FEDERATION

// We are flexible and attentive to your individual requirements and will tailor our projects to meet any reasonable business need that you may have ... //

OUR TEAM OF PROFESSIONALS

We shine the spotlight on the quality of our team. Our cadre of trained professionals are operating at the top of their fields. Teamed with our modern research equipment and facilities, they are fully capable of meeting any demand that might be placed on us.

// As labour and social policy debates take place within agencies of the United Nations, as well as in international financial institutions, JEF is also monitoring their work ... and will continue to promote the employers' position in relevant to debates with both institutions and government. //

// Leading companies the world over use research to drive the development of their products and entities. The research that we do provides the technical information that you need to ensure that your enterprise is competitive and in compliance with the best international standards ... //

Introducing **JEF'S RESEARCH & DEVELOPMENT COOPERATION SERVICES**



For more information on this JEF Department and rates at which you can access our services, contact:

The Manager – Research & Development Cooperation Services

The Jamaica Employers' Federation, 2A Ruthven Road, Kingston 10.

Telephone: (876) 926-6762, 926-5524, 926- 6908 & 906-8370. Fax: (876) 968-4576

E-mail: jef@cwjamaica.com Website: www.jamaicaemployers.com

If you are seeking credible data on trends in Compensation, Organizational Behaviour, Industrial Relations, Human Resource issues and a wide range of Socio-Economic Research, you have just happened upon a department of the Jamaica Employers' Federation that can become your one-stop resource!

Our Research & Development Cooperation (RDC) Services provide exemplary research and publication services to JEF and its various levels of clients. Staffed by trained professionals who are experienced in qualitative and quantitative research methods, RDC is able to undertake a wide range of research assignments – including:

- Business Development
- Industry Norms
- Best Practices
- Competitiveness
- Marketing Studies
- Socio-Economic Studies
- Psycho-Social Studies, such as attitude and opinion surveys
- Internal and External Institutional Evaluations
- Wages and Salaries Studies
- Other customized research to suit your requirements

Additionally, the department – which is equipped with modern computer hardware and software to support any level of study being done – will take you through all stages of the development of your research project.

These include:

- The design of data collection methods
- The design of instruments, such as questionnaires
- Processing
- Analysis
- Reporting procedures.

Based largely on our own studies, our Research & Development Cooperation Services also publish and makes available to our clientele a range of technical documents, such as:

- HR and IR manuals
- A Handbook for Employers
- Annual Wages and Salaries surveys at both the manager and non-manager levels
- A Contract Labour survey
- A Summary of Labour Laws
- Guidelines on How to Become an Employer of Choice
- State of the Industry Report.

“ Our pioneering study on what employees consider to be the most important criteria for choosing an employer has led to many companies benchmarking themselves against these criteria ... and has resulted in improvements in their performance in a wide range of areas ”

HOW CAN WE BE OF HELP TO YOUR ORGANISATION?

In addition to the way in which our research helps you check the compliance and competitiveness of your enterprise against the best in the global marketplace, our RDC Services provide assistance in several other critical areas – inclusive of:

1. Helping you establish your own research departments
2. Undertaking, on your behalf, any type of study that you may wish to have conducted on behalf of your organization
3. Preparing your documents for publication
4. Designing your research projects
5. Analysing data
6. Preparing and honing your speeches or
7. Researching background information for your technical presentations.

Our Research Department's 2003 survey of the qualities that employees look for in an ideal employer led not only to the establishment of JEF's annual "Employer of Choice" Awards, but also to employers benchmarking themselves against these criteria ... and realizing positive returns. Our research therefore provides empirical data against which companies may evaluate themselves and improve their image and performance. We assure you that you will have similar results if you guide your development with our empirical research data.

WHY SHOULD YOU CHOOSE JEF'S RDC?

We could start by saying that our rates are lower than those of our competitors ... but we have a lot more than that going for us:

- We also have qualified and efficient staff members who are easily accessible to our clients
- We tailor-make our services to suit your needs
- Our reports are simple and easy to understand, even for the lay person
- We make graphical presentations to render our findings more easily understood
- Our analyses are accurate and complete.

We understand business and know the needs of employers.