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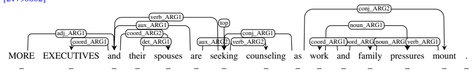
[21790001]

[21790002]



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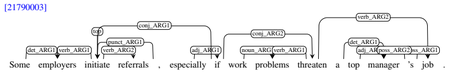

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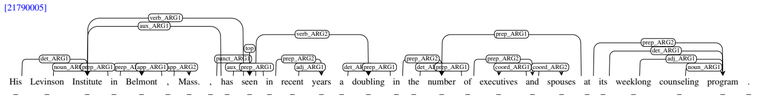

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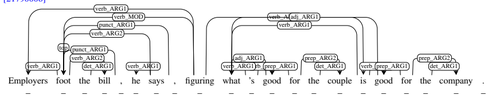

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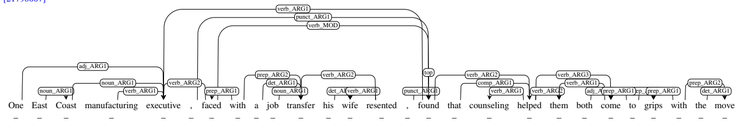

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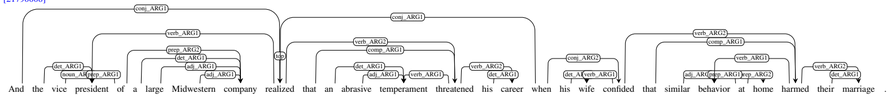

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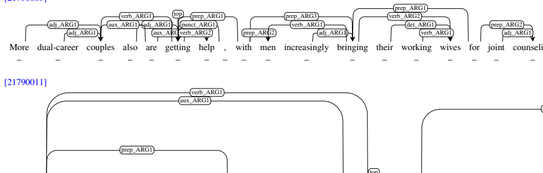

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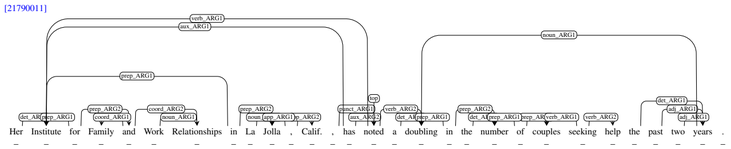

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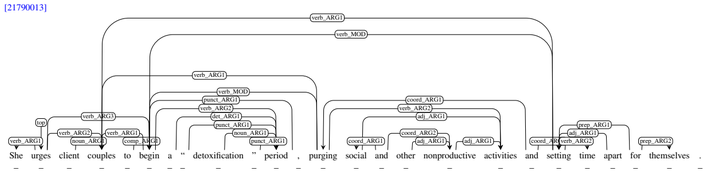

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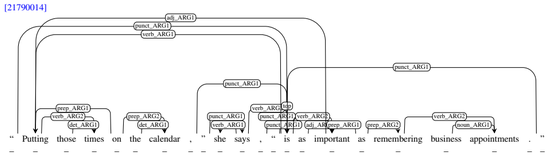

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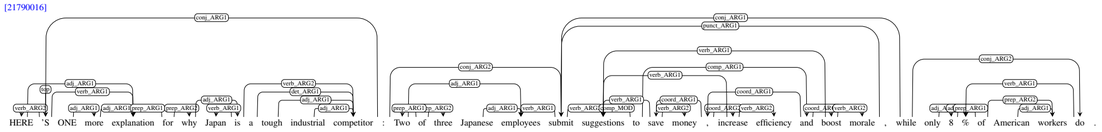

[21790018]

Merger Fallout : Beware Employee Dishonesty
[217900271]
CORPORATE security directors increasingly worry that merger mania spawns a rise in employee dishonesty .
[217900281]
A Security magazine surveys places the effect of takeovers and buy-outs among the industry 's 10 biggest challenges .
[217900291]
" It causes management to take their eye off the ball . Inventory shrinkage is going to be affected , " says Lewis Shrady , vice president for loss prevention at Marshall Field 's , the department store chain .
[217900301]
A separate study of the extent of employee misconduct linked general job satisfaction to property loss .
[217900311]
Thai helps explain why American employers grant an average of $ 604.72 per suggestion , while Japan 's payment is $ 3,23 .
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Co-author Richard Hollinger cites what happened at one family-owned company absorbed by a foreign giant .
[217900241]
Pilferage climbed dramatically as many angry employees " felt abandoned by the former owners , " says the University of Florida sociologist .
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Central Data . for one . plays down its employee suggestion program because it favors the team-management focus .
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In Japan , small suggestions are encouraged .
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Data for 1987 from the National Association of Suggestion Systems and the Japan Human Relations Association also indicate that Japanese employers adopt four of five suggestions , while their U.S. counterparts accept just one in four .
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[217900201]
Each new employee is expected to submit four daily in the first few months on the job .
[217900211]
U.S. companies tend to favor suggestions " that go for the home runs , " says Gary Floss , vice president of corporate quality at Centinel Data Corp .
[217900221]
That helps explain why American employers grant an average of $ 604.72 per suggestion , while Japan 's payment is $ 3,23 .
[217900231

Security consultant Dennis Dalton of Ventura , Calif. , thinks mergers often trigger longer lunch hours and increased absenteeism , conduct which can sap the bottom line more than thefts .
[21790035]
New management can take several steps to reduce dishonesty .
[21790037]
Mr. Dalton also recommends that the chief executive establish a rumor control center and move swiftly to bolster morale .
[21790038]
Consultant John Keller of Southlake , Texas , urges that top management adopt a " tough hands-on approach " with very tight controls and monitoring .
[21790039]
And security authority Robert L. Dalton favors disciplining all employees who steal .
[21790040]
Firms Walk Fine Line In Distributing Profits
[21790041]
ARE CORRORATE profits distributed fairly ?
[21790042]
A survey by Strata , Alper & Plan , a New York consulting firm , underscores the difficulty for top management in satisfying employees and investors on that score .
[21790043]
But both see a common enemy : About 66 % of employees and 73 % of investors think senior managers get too big a slice of the profit pie .