

Division of Personnel

Solutions

Performance Strategies for Managers and Supervisors

UPDATE

"The problems we face cannot be solved at the same level of thinking we were at when we created them."

Albert Einstein

Spring 2004

Personal Accountability: Is it In Your Job Description?

How willing are you to claim 100% ownership for organizational results as a consequence of your involvement with others? How do you think the other members of your team would answer this same question? If you're interested in increasing the level of personal accountability in your team, start by [clicking here](#).

From Chaos to Order: How the Labor Movement has Impacted the Employee – Supervisor Relationship

As with many important issues, to better understand them, it often helps to begin at the beginning. If you want to turn back the pages on the history of the labor movement and see what it means today for employees – and managers – in Missouri state government, [click here](#).

Revising Job Class Specifications: What Does it Mean and How Does it Work?

Making sure the job class specification for each member of the work team continually captures the duties, responsibilities and qualifications needed for the job should be of critical importance to any supervisor. To better understand how this process works and who is involved in it, [click here](#).

Recognizing State Employees

Supervisors and managers have always known how dedicated state employees are. Two annual recognition events supply the means to help you prove it. Find out about [State Employee Recognition Week](#) and the [Governor's Award for Quality and Productivity](#).

Is it Time to Think About Procrastination?

Taking time to think about procrastination is often omitted from many to-do lists. However, it can easily be one of the most devastating roadblocks to individual and team success. To better understand it – and find out what can be done to fight it, [click here](#).

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New Legislation Affects State Employees Who Do Not File or Pay State Income Taxes

By: Carleen Dickneite
Pay, Leave and Reporting

Legislation was enacted in 2003 concerning each state employee's responsibility to file and pay state income taxes. According to Section 105.262.1 RSMo,

"As a condition of continued employment with the state of Missouri, all persons employed full-time, part-time, or on a temporary or contracted basis by the executive, legislative, or judicial branch shall file all state income tax returns and pay all state income taxes owed."

Failure to comply with this legislation will result in dismissal from state service.

[Click here](#) to read more...

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