

## Personnel services: friend or foe

By Mary Chism, President of Texas Apartment Services

Here we go again! "I have to pay bills, walk move-outs and schedule contractors. Where am I going to find the time to interview job applicants?"

This scenario is a common frustration in the apartment industry. Luckily, there is a solution, personnel services. Personnel services help alleviate the stress of pre-screening, interviewing and matching candidates to jobs, therefore resulting in saving time and advertising costs.

Candidates usually introduce their "sales rep" persona in an interview, only to reveal their true work ethic after accepting the job. This is where the "try before you buy" theory is beneficial. Managers, property staff and candidates are put together on a probationary period or working interview. During this time, the manager has the opportunity to assess the candidate's level of experience, how they interact with the staff and determine if the employee has what it takes to become a productive team member.

Temporary assistance is a great way to get you and your property caught up with office and maintenance projects while saving money. The personnel service is responsible for payroll taxes, insurance, benefits or other deductions, saving you money.

When choosing a personnel service, remember that a reputable service will provide both clients and employees with updated documentation upon request. Please take time to verify paperwork such as Workers' Compensation and general liability insurance as well as updated client agreements. Talk to current and former employees of the service. Find out if their payroll is met on time and if it is up to date. Happy employees mean a productive business!

Look for a service tailored to fit your employment needs. It is paramount for personnel services to really listen to the needs of clients and employees. It ensures a successful placement for both parties while saving time and money...not to mention sanity!