

# 3 REASONS

## WHY EMPLOYEES FAIL TO MEET PERFORMANCE EXPECTATIONS

Are you having problems with an employee's performance and you can't figure out why? Let me share three main reasons why an employee may not perform to your expectations:



### FYI

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**1) Lack of ability.** This usually happens when the employee's natural strengths don't match the abilities required to perform their current job. A harsh, but simple example of this may be a person hired to milk cows who is very short, overweight and gets tired after half an hour of milking cows. Is it his fault that he is not performing to your expectations, or yours for giving the person that job instead of something else at the dairy?

Maybe this person is an excellent truck and tractor driver and can perform other jobs within your operation. Reduce the risk of having this type of problem by defining specifications and descriptions for each job.

**2) Lack of skills.** In this case, the person may have the abilities to perform the job to your expectations, but may lack the proper training or techniques. It may be he/she doesn't have the proper tools or resources for the job.

In this case, make sure the employee is properly trained or re-trained by the right person (a fellow worker trained to train others, a middle manager or an outside trainer).

Also, ensure your employees always have the right tools to excel at his/her job. Example: A feeder can't feed all pens at the same time every day if the TMR mixer is not properly maintained or constantly breaking down. There may be a back-up mixer, but if it is smaller or not well maintained, feeding-time expectations can't be met.

**3) Lack of will/motivation to perform.** There could be different reasons why this person is not motivated to perform to your expectations. Maybe he has been doing the same job for more than 4 years and needs a change; maybe he is having issues at home; or maybe you are not doing enough to help spark the employee's internal motivation.

For more information on how to keep employees motivated, read some of my previous articles found under the "Articles" link on my website.

Bottom line, identify the specific reason your employee is not performing to your expectations, and define a plan to help him/her succeed. Let them know they are not performing to your expectations and help them identify the problem. Set up a deadline of when things will be reviewed, and what decision will be made if things don't improve. □