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# RETAINING YOUR FOODSERVICE EMPLOYEES

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KAREN EICH DRUMMOND

# Retaining Your Foodservice Employees

**Sue Grossbauer**



## **Retaining Your Foodservice Employees:**

*Retaining Your Foodservice Employees* Karen Eich Drummond, 1992

## **Retaining Your Foodservice Employees**

Karen E. Drummond, 1992-04-16 *Retaining Your Foodservice Employees* is the second in a series of three books by Karen Eich Drummond on Foodservice Employee Management. The other two titles are *Staffing Your Foodservice Operation* and *Disciplining Your Foodservice Employees*. Employee turnover represents a major concern for foodservice operators particularly when you consider that half of all restaurant employees leave their jobs within the first 30 days. With firings or resignations come costs: expenses for recruiting and training a new candidate as well as overtime costs incurred while the position is vacant. And beyond the immediate dollar loss, high employee turnover reduces employee morale and job performance which can result in a significant loss of customers and profits. *Retaining Your Foodservice Employees* recognizes that successful foodservice operations can no longer treat employees as disposable assets especially in light of today's dwindling pool of workers. This quick reference guide shows you a wide range of strategies for increasing a staff member's employment period and keeping turnover to a minimum. This innovative volume identifies what today's employees want out of their jobs. You'll get a clear understanding of workers' needs that include interesting work, a manager who respects, trusts, and cares about them, clearly communicated performance goals, good pay and benefits, and comfortable working conditions. You'll also find specific actions you can take to meet these employee needs such as listening to your employees, coaching them for better performance, and using your supervisory skills to encourage positive motivational teamwork. You'll learn how to inform and involve employees and use reward programs and career ladders to retain productive employees. Practical worksheets at the end of each chapter help you identify and correct specific areas where your business can improve. Actual on-the-job examples of improved communication and successful reward programs will help you generate ideas that you can apply to your own program. As a complete guide to a critical industry-wide problem, *Retaining Your Foodservice Employees* will be essential reading for all commercial and institutional foodservice managers and owners.

**Managing Employees in Foodservice Operations** David K. Hayes, Jack D. Ninemeier, 2024-04-30

Obtain and retain skilled professional employees with this accessible guide. A foodservice operation can only remain successful if its employees are served as well as its customers. Just as a business with no customers will fail for lack of revenue, one without skilled professional satisfied staff will be unable to provide service at the level customers demand. Attracting and retaining qualified staff is a critical challenge for the modern foodservice industry and one which is only becoming more urgent in today's market. *Managing Employees in Foodservice Operations* offers a uniquely foodservice oriented guide to obtaining, training, and retaining employees in a fast-paced and highly competitive industry. The book provides content perfectly aligned with a two-year community college program: courses in human resources, supervision, small business administration, or related subjects. Detailed discussion of topics including workplace health and safety, recruitment,

and retention and many more Ideas cultivated during the authors decades of combined experience in hospitality foodservice leadership and research Material to support instructors conducting courses including PowerPoints chapter by chapter exam questions and case studies Managing Employees in Foodservice Operations is ideal for students in foodservice related courses as well as professional business

**The Food Service Manager's Guide to Creative Cost Cutting** Douglas Robert Brown,2006 This step by step guide will take the mystery out of how to reduce costs in four critical areas food beverage operations and labor

*Controlling Restaurant & Food Service Labor Costs* Sharon L. Fullen,2003 This new series of fifteen books The Food Service Professional Guide TO Series from the editors of the Food Service Professional are the best and most comprehensive books for serious food service operators available today These step by step guides on a specific management subject range from finding a great site for your new restaurant to how to train your wait staff and literally everything in between They are easy and fast to read easy to understand and will take the mystery out of the subject The information is boiled down to the essence They are filled to the brim with up to date and pertinent information The books cover all the bases providing clear explanations and helpful specific information All titles in the series include the phone numbers and web sites of all companies discussed What you will not find are wordy explanations tales of how someone did it better or a scholarly lecture on the theory Every paragraph in each of the books are comprehensive well researched engrossing and just plain fun to read yet are packed with interesting ideas You will be using your highlighter a lot The best part aside from the content is they are very moderately priced You can also purchase the whole 15 book series the isbn number is 0 910627 26 6 You are bound to get a great new idea to try on every page if not out of every paragraph Do not be put off by the low price these books really do deliver the critical information and eye opening ideas you need you to succeed without the fluff so commonly found in more expensive books on the subject Highly recommended Atlantic Publishing is a small independent publishing company based in Ocala Florida Founded over twenty years ago in the company president s garage Atlantic Publishing has grown to become a renowned resource for non fiction books Today over 450 titles are in print covering subjects such as small business healthy living management finance careers and real estate Atlantic Publishing prides itself on producing award winning high quality manuals that give readers up to date pertinent information real world examples and case studies with expert advice Every book has resources contact information and web sites of the products or companies discussed

*The Non-commercial Food Service Manager's Handbook* Douglas Robert Brown,Shri L. Henkel,2007 Finally the non commercial food service director has a comprehensive manual to aid them in their day to day operations This massive 624 page new book will show you step by step how to set up operate and manage a financially successful food service operation The author has left no stone unturned The book has 19 chapters that cover the entire process from startup to ongoing management in an easy to understand way pointing out methods to increase your chances of success and showing how to avoid many common mistakes While providing detailed instruction and examples the author leads you through basic

cost control systems menu planning sample floor plans and diagrams successful kitchen management equipment layout and planning food safety and HACCP dietary considerations special patient client needs learn how to set up computer systems to save time and money learn how to hire and keep a qualified professional staff manage and train employees accounting and bookkeeping procedures auditing successful budgeting and profit planning development as well as thousands of great tips and useful guidelines The extensive resource guide details over 7 000 suppliers to the industry this directory could be a separate book on its own This covers everything for which many companies pay consultants thousands of dollars The companion CD ROM is included with the print version of this book however is not available for download with the electronic version It may be obtained separately by contacting Atlantic Publishing Group at sales atlantic pub com Atlantic Publishing is a small independent publishing company based in Ocala Florida Founded over twenty years ago in the company president s garage Atlantic Publishing has grown to become a renowned resource for non fiction books Today over 450 titles are in print covering subjects such as small business healthy living management finance careers and real estate Atlantic Publishing prides itself on producing award winning high quality manuals that give readers up to date pertinent information real world examples and case studies with expert advice Every book has resources contact information and web sites of the products or companies discussed

Foodservice Operations and Management: Concepts and Applications Karen Eich Drummond, Mary Cooley, Thomas J. Cooley, 2021-08-23 Foodservice Operations Management Concepts and Applications is written for Nutrition and Dietetics students in undergraduate programs to provide the knowledge and learning activities required by ACEND s 2017 Standards in the following areas Management theories and business principles required to deliver programs and services Continuous quality management of food and nutrition services Food science and food systems environmental sustainability techniques of food preparation and development and modification and evaluation of recipes menus and food products acceptable to diverse populations ACEND Accreditation Standards for Nutrition and Dietetics Didactic Programs 2017 The textbook can also be used to meet the competencies in Unit 3 Food Systems Management and Unit 5 Leadership Business Management and Organization in the Future Education Model for both bachelor s and graduate degree programs

*How to Open and Operate a Profitable Restaurant* Steve Malaga, 2010 Plan and organize your new startup restaurant business Make more money in your existing restaurant and improve ROI This restaurant startup book is easy to read and the tips and strategies are time proven and used by successful restaurateurs worldwide

**Managing Foodservice Operations** Sue Grossbauer, 2004-03-17 Supervision in the Hospitality Industry Jack E. Miller, John R. Walker, Karen E. Drummond, 2002-09-10 Covers all areas related to managing employees in foodservice and hotel operations from communication recruitment and training to performance evaluation discipline issues and delegation Each chapter features new up to date material Expanded coverage of hospitality organizations through case studies and hotel industry examples

, **Catalog** Food and Nutrition Information Center (U.S.), 1974 *Foodservice Manual for Health Care Institutions*

Ruby Parker Puckett, 2012-11-13 The thoroughly revised and updated fourth edition of Foodservice Manual for Health Care Institutions offers a review of the management and operation of health care foodservice departments This edition of the book which has become the standard in the field of institutional and health care foodservice contains the most current data on the successful management of daily operations and includes information on a wide range of topics such as leadership quality control human resource management product selection and purchasing environmental issues and financial management This new edition also contains information on the practical operation of the foodservice department that has been greatly expanded and updated to help institutions better meet the needs of the customer and comply with the regulatory agencies standards TOPICS COVERED INCLUDE Leadership and Management Skills Marketing and Revenue Generating Services Quality Management and Improvement Planning and Decision Making Organization and Time Management Team Building Effective Communication Human Resource Management Management Information Systems Financial Management Environmental Issues and Sustainability Microbial Chemical and Physical Hazards HACCP Food Regulations Environmental Sanitation and Pest Control Safety Security and Emergency Preparedness Menu Planning Product Selection Purchasing Receiving Storage and Inventory Control Food Production Food Distribution and Service Facility Design Equipment Selection and Maintenance Learning objectives summary key terms and discussion questions included in each chapter help reinforce important topics and concepts Forms charts checklists formulas policies techniques and references provide invaluable resources for operating in the ever changing and challenging environment of the food service industry

**Food and Nutrition Information and Educational Materials Center catalog** Food and Nutrition Information Center (U.S.), 1976

Lodging and Restaurant Index, 1994 **Institutions as Conscious Food Consumers** Sapna Elizabeth

Thottathil, Annelies Goger, 2018-08-28 Institutions like schools hospitals and universities are not well known for having quality healthy food In fact institutional food often embodies many of the worst traits of our industrialized food system with long supply chains that are rife with environmental and social problems and growing market concentration in many stages of food production and distribution Recently however non profit organizations government agencies university research institutes and activists have partnered with institutions to experiment with a wide range of more ethical and sustainable models for food purchasing also known as values based procurement Institutions as Conscious Food Consumers brings together in depth case studies from several of promising models of institutional food purchasing that aim to be more sustainable healthy equitable and local With chapters written by a diverse set of authors including leaders in the food movement and policy researchers this book Documents growing interest among non profit organizations and activists in institutional food interventions through case studies and first hand experiences Highlights emerging evidence about how these new procurement models affect agro food supply chains and Examines the role of policy and regional or geographic identity in promoting food systems change Institutions as Conscious Food Consumers makes the case that institutions can use their

budgets to change the food system for the better although significant challenges remain It is a must read for food systems practitioners food chain researchers and foodservice professionals interested in values based procurement Food and Beverage Cost Control Lea R. Dopson,David K. Hayes,2015-03-16 This fully updated sixth edition of Food and Beverage Cost Control provides students and managers with a wealth of comprehensive resources and the specific tools they need to keep costs low and profit margins high In order for foodservice managers to control costs effectively they must have a firm grasp of accounting marketing and legal issues as well as an understanding of food and beverage sanitation production and service methods **Successful Management in Foodservice Operations** David K. Hayes,Jack D. Ninemeier,2024-07-18

Comprehensive resource covering key need to know aspects of how to run a food service operation with unique perspective from restaurant managers Successful Management in Foodservice Operations is a single volume textbook addressing the overall operation of a successful food service business including planning for success ensuring excellence in production and service and generating optimal levels of operating profits The purpose of this book is to teach foodservice operators what they must know and do in order to achieve their own definitions of success The book covers the major changes to food delivery processes and systems forced by the COVID pandemic changes to the system of accounts for restaurants flexibility of employee management due to COVID enforced changes and more Each chapter ends with features to enable reader comprehension and practical application of concepts These include A Manager s 10 Point Effectiveness Checklist offering ideas for management actions and mini case studies entitled What Would You Do with suggested answers Successful Management in Foodservice Operations also discusses Reading a Uniform Systems of Accounts for Restaurants USAR income statement identifying a target market and creating an effective proprietary website Managing marketing on third party operated websites and labor costs and preparing and monitoring an operating budget Creating a profitable menu successfully pricing menu items recruiting selecting and training team members and controlling food and beverage production costs Running food trucks and ghost restaurants where no customers actually visit the restaurant in person other than to pick up pre ordered food Successful Management in Foodservice Operations is an authoritative accessible up to date and easy to understand reference for introductory students in programs of study related to hospitality management and food service operations It also appeals to individuals interested in running their own restaurant or food service operation Part of Wiley s Foodservice Operations The Essentials series *The New HR Analytics* Jac FITZ-ENZ,2010-05-12 Using Fitz enz s proprietary analytic model you will be equipped to measure and evaluate past and current returns and apply the information to make predictions about the future value of human capital investments In his landmark book The ROI of Human Capital Jac Fitz enz presented a system of powerful metrics for quantifying the contributions of individual employees to a company s bottom line Now in The New HR Analytics he reveals how human resources professionals can apply this expense based knowledge to make the most strategic staffing decisions for their companies You ll learn how to evaluate and prioritize the

skills needed to sustain performance build an agile workforce through flexible Capability Planning determine how the organization can stimulate and reward behaviors that matter apply a proven succession planning strategy that leverages employee engagement and drives top line revenue growth and recognize risks and formulate responses that avoid surprises Brimming with real world examples and input from thirty top HR practitioners and thought leaders as well as exclusive analytical tools The New HR Analytics ushers in a new era in human resources and human capital management

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