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## Press release

# RRC power solutions chosen as one of the best SME employers

Wolfgang Clement is to present this Saarland-based electronics company with the *Top Job* accolade for its exemplary HR management

*Homburg* – RRC power solutions GmbH is one of the best employers among Germany's small and medium-sized companies, according to the results of the latest *Top Job* survey, a nationwide, corporate-benchmarking competition encompassing all sectors of the economy. The judges in the eighth round of this renowned business initiative were impressed by the company's successful approach to human resources management, which has helped it through the economic crisis. Wolfgang Clement, Germany's former economics minister and mentor of the *Top Job* initiative, will be presenting the company with the prestigious *Top Job* seal of approval this Thursday evening at a ceremony in Duisburg-Nord Industrial Landscape Park.

In making this award, he will be recognising RRC power solutions' achievements in the categories of Leadership & Vision, Motivation & Dynamism, Culture & Communication, Staff Development & Prospects, Family Awareness & Demography and Internal Entrepreneurship.

Staff at RRC power solutions, which specialises in power supplies and battery-charging technology, know that if they have something on their mind someone will always listen to them. Within the company great efforts are made at the technical, material and social level to ensure that staff are motivated. Even when recruiting staff, the company takes care to select motivated candidates. So that they remain motivated, they are allocated a mentor from the start. There is also a checklist instigated by staff to ensure that new recruits are properly familiarised with company procedures and policies.

The company brings in an external specialist for staff development, who performs tasks such as compiling training schedules for staff. "Specialists of this type are extremely helpful to SMEs," explains managing director Gerhard Ruffing. Anyone who wants to further their personal development can even call on a life coach if they need individual help when offered promotion or when moving into a different role. Any problems that may nevertheless arise will be picked up in the annual employee survey, if not beforehand.

RRC power solutions had to pass a stringent, two-stage process devised by the Institute for Leadership and Human Resource Management at the University of St. Gallen, Swit-

Ansprechpartner  
RRC power solutions GmbH  
Michael Grossklos  
Technologiepark 1  
66424 Homburg/Saar  
Telefon: 06841 9809-390  
Telefax: 06841 9809-280  
E-Mail: [michael.grossklos@rrc-ps.de](mailto:michael.grossklos@rrc-ps.de)

Contact at compamedia  
Silke Masurat  
Tel.: +49 (0)7551 949 8634  
Fax: +49 (0)7551 949 8639  
Email:  
[masurat@compamedia.de](mailto:masurat@compamedia.de)  
[www.compamedia.de](http://www.compamedia.de)



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Photos available from [masurat@compamedia.de](mailto:masurat@compamedia.de) or +49 (0)7551 949 8634.



zerland. The institute's director, Professor Heike Bruch, reviews the HR management tools used by the participating companies and carries out a detailed staff survey. The company has also made a commitment to treat its employees fairly, even in economically difficult times, and it has signed the *Top Job* code of conduct.

"The top employer award confirms that we are on the right track. It leaves no doubt as to how important our employees are to us. And it shows that our workforce appreciates our commitment. Signing up to the *Top Job* code of conduct is just the next logical step, because fair treatment of employees is a top priority, particularly when times are hard", explains managing director Markus Ruth.

All *Top Job* companies are featured on the website at [www.topjob.de](http://www.topjob.de) and in the book "TOP JOB – Germany's best SME employers" published by Bruch and Clement. The project is organised by compamedia GmbH, Überlingen, Germany, which specialises in mentoring SMEs. Interested companies can apply now for the next round at [www.topjob.de](http://www.topjob.de). The closing date for entries is 30 April 2010.

#### Mentor, partners and coordination

The project's mentor is Wolfgang Clement, Germany's former economics minister. Its partners are: Akademie für Führungskräfte der Wirtschaft GmbH, GESAMTMETALL, HESSENMETALL, HRblue AG, HRM.de, Kienbaum Consultants International GmbH, meinestadt.de, Schindlerhof Klaus Kobjoll GmbH, SchmidtColleg GmbH & Co. KG, Unternehmerverband Frankfurt Rhein-Main e. V., Vereinigung der hessischen Unternehmerverbände e. V., Zukunft Personal HRM Expo and *Süddeutsche Zeitung* newspaper. The *Top Job* project is coordinated by Professor Heike Bruch, director of the Institute for Leadership and Human Resource Management at the University of St. Gallen. She has earned a prominent reputation, particularly in the fields of change management and leadership.

#### Organiser: compamedia GmbH

compamedia specialises in organising benchmarking projects and creating networks for small and medium-sized enterprises. From its headquarters in Überlingen on Lake Constance, the company runs the *Top Job* (Germany's best SME employers) benchmarking project, the *Top 100* (100 most innovative companies in Germany's SME sector) project and the "Ethics in business – pioneers of ethical conduct" project.

This text is available in digital format from [masurat@compamedia.de](mailto:masurat@compamedia.de); photographs of the awards ceremony will be available in the *Press* section of [www.topjob.de](http://www.topjob.de) from Friday, 29 January. Your contact can provide pictures of the prize-winning company.

Ansprechpartner  
RRC power solutions GmbH  
Michael Grossklos  
Technologiepark 1  
66424 Homburg/Saar  
Telefon: 06841 9809-390  
Telefax: 06841 9809-280  
E-Mail: [michael.grossklos@rrc-ps.de](mailto:michael.grossklos@rrc-ps.de)

Contact at compamedia  
Silke Masurat  
Tel.: +49 (0)7551 949 8634  
Fax: +49 (0)7551 949 8639  
Email:  
[masurat@compamedia.de](mailto:masurat@compamedia.de)  
[www.compamedia.de](http://www.compamedia.de)

