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# **Re-orientation: An Important Concept, Particularly for Minorities**

**Tajuddin Millatmal**

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**“Most employees need help in many areas of their work in order to clearly understand the rights and responsibilities which help them to become more efficient and productive.”**

Most employees need help in many areas of their work in order to clearly understand the rights and responsibilities which help them to become more efficient and productive. This is particularly important for personnel who do not speak English or who have not completed basic education. Starting a new career or starting work in a new environment is very stressful. For some people, it provokes an adjustment crisis. Though most employers provide an initial orientation, this orientation may not be sufficient to provide the workers with adequate knowledge about their rights and responsibilities. Due to several reasons, many employees, particularly those representing minorities, are not fully aware of all their rights and responsibilities at their work places. Therefore, they are at risk of losing direct and indirect benefits. In some cases, this lack of awareness may affect their ability to function effectively and efficiently. It may be advantageous for both the employers and the employees to organize and implement a re-orientation program for employees, tentatively recommended for six months following their hiring dates.

## **PRESENTER**

**Tajuddin Millatmal** is a Clinical Research Specialist at the University of Nebraska Medical Center at Omaha, Neb. He is the author of several books and articles in professional journals, and is the inventor of several Christian calendars. Millatmal received his M.D. in medicine from Nangarhar Medical College, Jalalabad, Afghanistan, in 1976. He was the Director of Health in the Department of Public Work, in Samangan, Afghanistan, before coming to the United States.