

Human.Net



Κυπριακός Σύνδεσμος
Διεύθυνσης
Ανθρώπινου Δυναμικού
Cyprus
Human Resource
Management Association

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Keeping up to date with the latest news on CyHRM Association and developments on general HR issues.

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1. Welcome Note

Welcome back to another issue of Human.Net. Lots of goodies in this issue. Bright Ideas on building tenness while helping others, news from the employment front. Books, thoughts and events, as always something for everyone in Human.Net. We hope that your Christmas this year will be filled with many happy events and loving memories. Enjoy!!

2. HR on black & white

The right of Industrial Action in Vital Services

An addition was introduced on articles 2 and 3 of the agreement of Dispute Resolution in vital services in the public sector. This addition requires the two parties in a conflict to appear before an arbitration committee. This procedure delays the beginning of an industrial action, thus giving more time to the parties to reach an agreement.

In case of an Industrial Action, basic services will continue to operate to avoid any danger in terms of safety and health of the public. At the same time pressure will be placed on parties involved to effectively resolve their disputes.

Employment: Information updates

- 1) Youth unemployment (up to 25 years of age) in September 2005 has risen to 14.5% as compared to last years' 11% figure. Cyprus has the 8th lowest rate among the 25 country-members of the European Union. However, the EU is showing a decline rate, whereas in Cyprus this trend is increasing.
- 2) Average full-time employment working hours is 40.3 hours weekly.
- 3) The total number of people employed in Cyprus is 364,283. Men number 204,311 and women 156,972.
- 4) An increasing trend was shown in the employment of foreign workers. In 1990 licenses were granted to 1500 foreign workers whereas 15 years later in 2005 the number has reached 51.000. Most of them are employed in the service sector, private households, agriculture, hotels and restaurants.
- 5) Two out of three workers in Cyprus are employed in small-medium sized enterprises. According to official figures SME's comprise 99.9% of the total number of businesses.
- 6) Based on a recent Euro barometer survey, 56% of Cypriots prefer self-employment as compare to 62% of Portuguese and 33% of Dutch

Famous Quotes

Even if you are on the right track, you'll get run over if you just sit there"

"The three greatest leaders of the 20th century were Hitler, Stalin and Mao. If that's leadership, I want no part of it."
(Peter Drucker)

From the Editor

3. HR...Bright ideas!

Here are some bright ideas on how to strengthen team spirit, increase social responsibility with in your organization while at the same time brightening the lives of many people in our society



Toys for Tots!

As the holiday season approaches, we can't help but think of all those children who are in need or are sick. With your help Toys for Tots makes the Christmas wishes of many deserving children come true. Organizations can collect toys for all the sick children who are at local hospitals and a small group of employees are assigned to deliver them.

Employees are asked to provide a gift of love as follows:

- * A Toy for girls and/or boys
- * Toys must be unwrapped
- * The toys must be new or if used, in very good shape and ideally in its original box

These toys are dropped in a large box, which is usually placed at the reception until the day of the delivery.

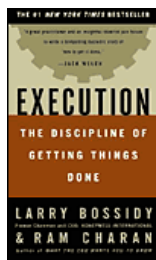
HR...Bright ideas! (continued...)



Cookies for gran!

Collecting baked goods, a homemade cake, cookies or store bought delicacies and taking them to a local old people's home can put a smile on the faces of our aging generation.

4. Book Review



EXECUTION: The Discipline of Getting Things Done

Authors: Larry Bossidy & Ram Charan
The message resounding from the pages of this book is that success and accomplishments in organizations do not just happen by accident. Instead, they result from the consistent practice of the discipline of execution: understanding how to effectively link the three core processes of every business: people, strategy and operations.

The authors suggest that leaders and managers think of execution as the tactical side of business, something they delegate to others while they focus on the perceived 'bigger' issues. However, the authors claim, execution is not just tactics – it is a discipline and a system which has to be built into a company's strategy, its goals and its culture. The leader of the organization must be deeply engaged in it. Execution is not just something that does or doesn't get done. Execution is a specific set of behaviors and techniques that companies need to master in order to have competitive advantage.

5. HR Did you know...

According to a recent survey of men and women working predominantly in progressive areas such as IT and biotechnology, 81% of people have their best ideas outside of the office – specifically while in the car and in bed. One quarter of those asked said their last good, implemented business idea occurred while they were socializing, while 18% again found bedtime the best time for moments of clarity. It may come as no surprise to some that 6% of respondents had all their best ideas while in the lavatory. The research also showed that, while 65% of people felt creative at their desks, 80% thought meetings helped – and even more thought brainstorming sessions are a good vehicle for creative thinking.

6. HR Forthcoming Events

Association Events

- DEC./2005 Participation in Stadiodromia 2005
10-11/12 (Sat. and Su.) 10.00-19.00
- DEC./2005 CHRISTMAS DINNER (At the Zoo
Lounge) 14/12 (Wed.) 9.00pm

Seminars

A.K. HERMES MANAGEMENT CONSULTANTS LTD

- 1) Τεχνικές Αποτελεσματικής Παρουσίασης, 12/12/05-13/12/05, Λευκωσία
- 2) Δεξιότητες Συμβουλευτικής για Διευθυντές/ Προϊσταμενούς, 06/12/05-07/12/05, Λεμεσός

CONICON INTEGRATED TRAINING (CYP) LTD

- (1) Διαχείριση Αλλαγής. Είναι Δυνατό να Αλλάξουν κάποια πράγματα στον Εργασιακό μας χώρο, 13/12/05, Λευκωσία

T M I

- (1) Time & Performance Management
7-8 December 2005

HERE & NOW ASSOCIATES LTD

- (1) Train the Trainer, 08/12/05-09/12/05
- (2) Be a More Effective Communicator, 05/12/05-06/12/05, Nicosia

EDUCE LTD

- (1) Continue to Build on Your Success – A Follow-Up Workshop specially designed for the Graduates of the Dale Carnegie Course, 02/12/05, 17:00-21:00, Curium Palace – Limassol
07/12/05, 17:00-21:00, Holiday Inn – Nicosia
09/12/05, 17:00-21:00, Avanti Hotel – Pafos

EMPLOYERS AND INDUSTRIALISTS FEDERATION, CYPRUS (OEB)

- (1) Βελτίωση της Ανταγωνιστικότητας και της Οριμότητας του Συστήματος Διοίκησης, 05/12/05-28/02/06, Λευκωσία
- (2) Εκπαίδευση Μη Επαγγελματιών Εκπαιδευτών – Στελεχών Επιχειρήσεων, 12/12/05-14/12/05, Λευκωσία
- (3) A Total Reward Strategy to Strengthen Performance & Organizational Results, 14/12/05-29/12/05, Nicosia

EPIMORFOSIS CONS LTD

- (1) Αποτελεσματικές Συνεντεύξεις Επιλογής και Πρόσληψης Ανθρώπινου Δυναμικού, 09/12/05, Λευκωσία

HR EASY LEARNING LTD

- (1) Αναπτύσσοντας Ομάδες Ψηλής Απόδοσης, 28/11/05-03/12/05, Λάρνακα

7. Makes you think....!



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Merry Christmas!

9. ADVERTISEMENTS

Δωρεάν ΚΑΘΕ ΚΥΡΙΑΚΗ ΜΕ ΤΗΝ ΕΦΗΜΕΡΙΔΑ **η σημερινή**

- Ψάχνετε προσωπικό;
- Σας ενδιαφέρει να έχετε άμεση ανταπόκριση;
- Δεν έχετε χρόνο να τρέχετε στις εφημερίδες;

ΚΑΡΙΕΡΑ ΚΑΙ ΕΡΓΑΣΙΑ.
Εξετάστε όλες τις προοπτικές ανέλιξης, μάθετε όλα τα νέα της αγοράς και δείτε όλες τις νέες ευκαιρίες εργασίας.

ΕΙΔΙΚΕΣ ΤΙΜΕΣ ΓΙΑ ΤΑ ΜΕΛΗ ΤΟΥ ΣΥΝΔΕΣΜΟΥ ΔΙΕΥΘΥΝΣΗΣ ΑΝΘΡΩΠΙΝΟΥ ΔΥΝΑΜΙΚΟΥ

Τηλεφωνείστε στο **22580580** στον κόν Χάρη Παυλιδη και καταχωρήστε την αγγελία σας στο ειδικό ένθετο **ΚΑΡΙΕΡΑ & ΕΡΓΑΣΙΑ** της Κυριακάτικης **Σημερινής** και εξασφαλίστε δωρεάν ραδιοφωνική προβολή της αγγελίας σας στο **Ράδιο Πρώτο!**

η σημερινή εποχή!