

# 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 general HR issues.*

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### 1. From the Editor

Welcome back to another issue of Human.Net. This issue we recommend a new book written by the Honorary Chairman of our Association. The world of movies brings us face-to-face with the sensitive issue of sexual harassment. We close up with a short, yet interesting story and of-course a cartoon to make you think... Enjoy spring time and enjoy your reading.

### 2. HR in black & white

#### Cyprus' Productivity Index

In 2004 the Cyprus productivity index was estimated to be 72,9% of the European Union's average, whereas a small increase up to 74% was predicted for 2005. In 2006, national productivity is predicted to reach 75% of the European average. Cyprus earns the 17<sup>th</sup> place out of the 25 EU-member states. This is not a satisfactory image as stated by the Director of the Cyprus Productivity Centre, Dr. Ioannis Moditis, although he recognizes a stable increase in the rate of productivity for the last 15 years of an average of about 2,1% yearly.

Dr. Moditis forewarns of a competitive environment that changes rapidly. He also said that Cypriot employers are not placing enough emphasis on the issue of productivity. If our products and services are to remain competitive in the international market, then we urgently need to adopt practices and activities that will significantly increase our productivity levels, continues Dr. Moditis.

In Cyprus, stated Dr. Moditis, emphasis is placed on production systems that lessen the workload, whereas we lag behind on the dimensions of knowledge and technological advancement of our organizations.

#### Employment projects for people with handicaps

Means of promoting people with handicaps was an issue examined at a recent meeting of the Ministry of Labour and Social Insurance and the Cyprus Association of Organizations for People with Handicaps.

The focus of the meeting was the 3 employment projects funded by the European Social Fund.

Concern was placed on the actions needed to encourage people with handicaps to participate in the projects and to take advantage of the motives given, so as to enable them to enter rewarding employment and look forward to their social integration.

The first project presupposes the funding of social insurance contributions of employers and employees, despite the level of handicap. The second project is for the provision of incentives to employers for employing people with heavy mobility handicaps, and finally the third project considers the

## Famous Quotes

Persistent people begin their success where others end in failure.

*Eward Eggleston, Writer*

We can't take credit for our talents it's how we use them that counts.

*Madelene L'Engle, Writer*

training and employment of public aid beneficiaries, that includes people with handicaps. The Minister called upon all the organizations to prepare a list of possible participants and submit them to the Ministry.

#### One in Two employees spends 2 hours on e-mail daily

A research conducted by Dynamic Markets on behalf of Symantec, an American company involved in the development of computer safety software, revealed that 50% of employees spend two hours daily on managing electronic mails, whereas 15% need four or even more hours. The research also showed that organizations are increasingly depending on the use of e-mails. 21% of respondents stated that lack of access to e-mail or Internet causes them anxiety. 1,700 users of computers as well as Information System Managers participated in the research that covered the area of Europe, Middle East and Africa.

#### Cyprus at a glance

According to official research by the Statistical Services for the third trimester of 2005, we have the results of the Cyprus employment sector:

1. Employment population (employed and unemployed) is 368,462 persons.
2. The number of employed is 349,580, of which 43% are women.
3. The greatest number of employed is concentrated in the service sector (71,4%). Manufacturing comprises 23,7% and Agriculture 4,9% only.
4. Part-time employment is the 8,7% of the total employment population.
5. Self-employment covers 23,1% of the total employed population.
6. The average normal hours per week for full-time employed population are 40,1 hours whereas part-time employment normal hours are 22,1 hours.
7. The total number of unemployment reached 5,1% of the employed population. The largest number of unemployed is found in young people between the ages of 15-24 who consist 14,7% of the total employment population.

### 3. HR Got to know...

#### What is motivation and what motivates?

Employee motivation is widely believed to be one of the keys to the effective performance of individuals and organizations. Motivation is concerned with "how behaviour gets started, is energized, is sustained, is directed, is stopped and what kind of subjective reaction is present in the organism while all this is going on". It is very challenging to motivate people to join, to stay and to perform to an acceptable standard and often go beyond. Employees are usually motivated by needs, motives, goals, expectations, incentives, rewards etc. Employers should manipulate the environment of workers so as to maximize their motivation, for example:

- ✓ Introduce incentives.
- ✓ Design jobs to tap achievement motivation.
- ✓ Provide particular types of leadership and feedback.
- ✓ Present certain types of goals with appropriate rewards.

### 4. HR Stories

Very often the key to exceeding our current levels of performance is to break out of the boundaries of our "fish tank". As you read this story think about whether or not you have reached your potential, are you aware what that is? What are the things/people that are keeping you down? What are you going to do to change this status quo? Most times the only thing that we need to do is be aware of the shape of our tank so that we can move to the next level which is to break free from it and give ourselves more room to grow. Enjoy this short but meaningful story and be inspired to exceed your current limitations and discover what you are really capable of!

#### Can you outgrow your "Tank"?

*During a trip to the park with her grandmother, Agnes saw a bright orange carp swimming in the pond. As it wriggled and darted through the water, Agnes became enchanted with the creature. "Oh, Granny," she said. "May I have a fish of my own like that one?"*

*"Sure," said her grandmother, "if you promise to always love it and take good care of it."*

*And so, for her birthday, Agnes received a baby carp in a small aquarium. She named it Chester and kept her promise to her grandmother – feeding him daily, cleaning out his tank, even singing to him! Although Chester grew rapidly, Agnes noticed that he was smaller than the fish she'd watched at the park.*

*"Granny," Agnes asked, "why has Chester not grown as large as the fish in the pond?"*

*"Because the pond is so much larger than Chester's tank," her grandmother explained. "The fish in the pond have more room to grow."*

*"But Granny that is so bad," Agnes cried. "To think that Chester will never grow to be as big as he can be just because we don't have a pond!"*

*"Oh, Agnes, love," Granny began, but thought better of it. It seemed too hard to explain to young Agnes that Chester would never know any different – that his size was not a cause of distress for him and so the tank was not a barrier to his contentment.*

*But what was truly sad, Granny thought, were those people who, intimidated by the limitations of their own perceived "tank", could not push beyond it to grow and reach their full potential. Or, at least, try to reach it. Unlike Chester the fish, these people knew what they might be and weren't, and felt small because of it.*

*'Agnes, as long as you keep taking care of Chester the way you do now, he will never want a larger home. He'll be happy just the way he is.'*

**Source: Bits and Pieces, June 2005**

### 5. Book Review

«Η Θεματολογία της Εργατικής Μυθολογίας» (The thematology of Labour Mythology) by Mikis Sparsis

#### Book intro by the author:

All kinds of amateurs – among them those with privileged positions such as High School and University Professors, free fallers in the employment market, and radio and television program co-ordinators and journalists –cultivate vigilantly for years chimeras and illusions about important employment issues, and irresponsibly create a mythology totally unrelated to the modern Cypriot and European policy and practice in the area of employment.

This phenomenon is mainly caused by the following:

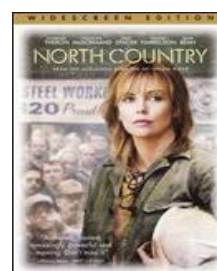
1. the substantial lack of study and research in Cyprus regarding employment issues
2. the lack of specialized journalism in the Cypriot media, and
3. the traditional... omniscience of the Cypriots

My personal belief is that the mythology created by ignorant and smokeless scholars, amongst us is dangerously threatening the healthy norms, mechanisms and procedures that function – or should have functioned – in the Cypriot employment market, and interferes with the socio-economic progress and development of our country.

In effect, I feel that it my debt to attempt to demystify ungrounded and unjustified positions and views regarding serious issues of employment, and to urge the social partners to search for solutions to their problems that correspond to the European and Cypriot realities with the assistance, if needed, of experienced foreign and Cypriot scientists and scholars of recognized value.

The thoughts and views regarding some of the problems are summarized in this book.

### 6. HR On Screen



The true story of one of America's first successful sexual harassment lawsuits comes to the screen in this hard-hitting drama. In the late '70s, Josey Aimes (Charlize Theron) was a single mother after the unhappy breakup of her marriage, and she needed to find a way to support her children. Aimes returned to her hometown in Minnesota and followed the lead of her old friend Glory (Frances McDormand), who had bucked tradition and found a job in the iron mines that had long provided employment for much of the community. Aimes found honest labor and a living wage working the iron mines, but she also discovered she was working with men who were uncomfortable working with women (whose right to work in the mines had been mandated by law), and didn't care to show them much respect. However, as Aimes found herself the growing target of sexist jokes and behavior, she found that many of her female co-workers were reluctant to stand beside her, afraid of losing a good-paying job at a time when they were increasingly hard to find. But as a small crisis became a war of words, Aimes became the center of a nationwide controversy when she filed a sexual harassment suit against the mine owners which put her and her family in a position of scrutiny she never expected.

**Source: www.blockbuster.com**

## 7. HR Forthcoming Events

### Association Events

APRIL - 12/4/2006

**Lecture /Discussion on:**

**“Managing Performance to Drive Business Results”**

Location: Bank of Cyprus Cultural Centre, Limassol

MAY – 18+19/5/2006

**CyHRMA Conference 2006**

**Powering People into Business**

Location: Hilton Hotel, Nicosia

JUNE - 28/6/2006

**ANNUAL GENERAL MEETING**

Location: to be announced

## 8. Makes you think....!

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**"Your bad attitude was starting to affect the others. That's much better."**

## 9. EDITORIAL TEAM

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