

# Human.Net



Κυπριακός Σύνδεσμος  
Διεύθυνσης  
Ανθρώπινου Δυναμικού  
Cyprus  
Human Resource  
Management Association

**HUMAN.NET**  
**Issue 16**  
**December 2006**

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

## Contents

1. Welcome Note
2. HR in black & white
3. HR Stories
4. Book Review
5. HR On Screen
6. Forthcoming Events
7. Makes you think
8. Editorial Team (for feedback)

## 1. Welcome Note

Welcome back to another issue of Human.Net. Hoping we all had a relaxing summer, and are ready to begin a new business year! Although summer is behind, we give a look to what struck us. We then combine the latest from Hollywood and touch again on the subject of women in management. Story telling challenges us to see things from a different perspective. Enjoy your reading!

**From the Editor**

## 2. HR in black & white

### Trouble in the Labour Relations World

The past summer has seen an increasing number of Industrial action, the most serious of which were the strikes of the hourly workers at the Civil Aviation department of the Larnaca airport and the strike by the lorry drivers.

In the first case hundreds of travelers at a busy period of traveling were stranded at the Larnaca airport unable to depart on their trips. Many more were unable to catch their flights to Cyprus.

The reason behind this was the signing of the agreement by the Government and its strategic partner for the take over of the administration of the airports. Apparently the hourly workers as soon as they heard about the agreement they decided to go on strike demanding better compensation terms. In the end the Government agreed to their demands thus ending the strike within two days. The consequences were felt for many days later as airport authorities were struggling to accommodate the delayed passengers and flights.

The economy was badly struck by a second union action. This time the lorry drivers, who decided to claim their rights by insisting on limiting the public transportation licenses handed by the Government, effectively trying to control the way goods were transported in the country.

The two actions raised once more the critical question of a small group of individuals controlling vital sectors of the economy and social life and the inability of the Government to deal effectively with them, limiting their power. Moreover, in the European Union 'closed shop' situations are not encouraged, an issue Cyprus has to take seriously under consideration.

### News in Brief

71% of the actively employed population is concentrated in the service sector, as shown by a

## Famous Quotes

The biggest mistake is believing there is one right way to listen, to talk, to have a conversation or a relationship. Deborah Tannen, Educator

You don't understand anything until you learn it more than one way. Marvin Minsky, Scientist and Writer

The chief danger in life is that you may take too many precautions. Alfred Adler, Psychiatrist.

If you don't have the best of everything, make the best of everything you have. Erk Russell, College Football Coach

recent data released by the Government Research and Statistical department. The last ten years (1993-2003) has seen a movement from agriculture and manufacturing to governmental, semi-governmental and private services jobs.

**Public education sector:** if you are interested in working in the Government education sector you would have to wait between 4 years to 4 centuries to be employed, depending on your specialization. For example, if you are a biologist you will need to wait 22 years, whereas if you are a geologist you will probably be appointed sometime in the year 2405. The situation is getting worse by the increasing number of prospective teachers from Greece who is enrolling in the famous waiting ("wish") list for employment.

**Social Insurances Fund:** although we may all contribute monthly part of our salary to the Social Insurances fund, looking forward to comfortable 'golden years', this may turn out to be a dream, as recent published data indicates an inability of the fund to sustain payments to its contributors in the future. The matter may be getting worse by the fact that the Government is borrowing from the fund and apparently it is not repaying the withdrawals.

**Do you agree as 62% of the population does, that the public employees' salaries should be reduced?** This was one of the results as indicated in a recent poll conducted by the Cyprus College.

**If you are short, you have minimal chances of being employed by the Police force.** A recent court case has rejected the appeal of a woman who although succeeded in getting high marks during the selection procedure, was finally not selected due to her height.

**According to a recent survey by the Cyprus Chambers of Commerce,** 68% of women believe that external appearance is an important factor in succeeding in their business career, whereas this does not apply for men.

### 3. HR Stories

Being flexible need not be a complicated affair. Sometimes all it takes is the ability and willingness to see things from a new perspective. As you read this issues story think about all the ideas that you label "fireworks"- a hostile intrusion- perhaps they are a key to a new and better way of doing things, a hidden treasure!

#### **A new perspective**

Barbara's support group met every month at a church near an amusement park. Coincidentally, during this time of healing and sharing, the park put on a fireworks display that would all but drown out whoever was speaking. At first, members of the group were simply annoyed. But soon they came to regard the deafening explosions as a hostile intrusion on their important meeting.

One night, a new couple from out of state joined the group. Just as the meeting got under way, the "intruder" arrived. "Oh, fireworks!" squealed the new couple and they raced to the doorway. And there they remained to watch the bursts of colour illuminate the sky.

The meeting came to an abrupt halt as the couple's enthusiasm slowly spread throughout the room. Barbara realized that magnificent things happen all the time that we too often regard a commonplace or negative influences on our lives. Sometimes it takes another perspective to help us see the light and to appreciate the positive aspects of the things that we take for granted.

Source: Adapted from *Joy For a Woman's Soul*, Zondervan Publishing House

### 4. Book Review



Στη νέα αυτή εποχή η γυναίκα καλείται να ανταπεξέλθει στις απαιτήσεις της ζωής ως σύζυγος, μητέρα, επιτυχημένη επιχειρηματίας βάζοντας τον εαυτό της το δίλημμα της επιλογής. Το βιβλίο αυτό βοηθά και κατευθύνει τη γυναίκα που θέλει να διακριθεί στον επιχειρηματικό κόσμο για να απολαμβάνει μια ισορροπημένη, επαγγελματική αλλά και οικογενειακή ζωή.

Μέσα από ασκήσεις, κουίζ και μελέτες περιπτώσεων παρέχονται διάφορες τεχνικές για την επαγγελματική επιτυχία της γυναίκας σε θέματα:

- Ηγεσίας
- Στοχοθεσίας
- Επικοινωνίας
- Διαπραγματεύσεων
- Λήψη αποφάσεων
- Επίλυσης προβλημάτων
- Διαχείρισης κρίσεων

Ο δρόμος της επιτυχίας είναι μακρύς, με θέληση και δυναμισμό είναι εφικτός. «Να θυμάσαι ότι κανείς δεν μπορεί να σε κάνει να νιώσεις κατώτερος χωρίς την συγκατάθεση σου» (Eleanor Roosevelt).

### 5. HR On Screen



Lauren Weisberger's best-selling novel about a young woman who stumbles into the hectic worlds of high fashion and publishing comes to the big screen in this comedy. Andrea "Andy" Sachs (Anne Hathaway) is a bright young woman from the Midwest who has just graduated from college and wants to work as a magazine writer. Andy has applied for a job at "Runway," America's most prestigious fashion journal; though Andy has little to no interest in the garment trade,

they are one of the only magazines in New York with a job opening -- second assistant to editor Miranda Priestly (Meryl Streep). As Andy quickly learns, Miranda is a diva with plenty of power within the magazine business and she isn't afraid to use it, and though Andy lands the job (primarily by being in the right place at the right time), she soon learns that working for Miranda could test the patience of a saint thanks to her endless demands and refusal to acknowledge the end of a work day. Andy struggles to hold on to the job and her sanity, knowing that a recommendation from Miranda can open nearly any door at any magazine, but can she handle the pressure without losing her mind along the way?

Source: [www.blockbuster.com](http://www.blockbuster.com)

### 6. HR Forthcoming Events

#### Association Events

**DECEMBER /2006:  
CHRISTMAS DINNER**

## 7. Makes you think....!

© 1998 Randy Glasbergen. E-mail: [randy@glasbergen.com](mailto:randy@glasbergen.com) [www.glasbergen.com](http://www.glasbergen.com)



**“I want you to cut everyone’s salary  
by 15% — but make it look like a reward.”**

## 8. EDITORIAL TEAM

Miranda Archontidou [miranda.archontidou@philelefttheros.com](mailto:miranda.archontidou@philelefttheros.com)  
(Editor)  
Artemis Artemiou [artemis.artemiou@cy.bankofcyprus.com](mailto:artemis.artemiou@cy.bankofcyprus.com)  
Chris Mathas [cmathas@cytanet.com.cy](mailto:cmathas@cytanet.com.cy)  
Dora Siekkeri [dora@globalsoftmail.com](mailto:dora@globalsoftmail.com)  
Elena Stavrinou [stavriel@cy.ibm.com](mailto:stavriel@cy.ibm.com)  
Taleen Tchalikian [taleen.hr@cytanet.com.cy](mailto:taleen.hr@cytanet.com.cy)  
Elias Christoforou [elias.christoforou@epiphaniou.com](mailto:elias.christoforou@epiphaniou.com)  
Olympia Fantis [ofantis@hotmail.com](mailto:ofantis@hotmail.com)

### Name of Association:

Cyprus Human Resource  
Management Association  
(CyHRMA)

### Address:

P.O. Box 28785  
2082 Nicosia  
Cyprus

### Telephone:

+357 99 543506

### Fax:

+357 22 312934

### E-mail:

[hermich@spidernet.com.cy](mailto:hermich@spidernet.com.cy)

### Web Address:

[www.cyhrma.org](http://www.cyhrma.org)