

# 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.

## Contents

1. Welcoming Note
2. HR on black & white
3. HR...Got to know!
4. Book Review
5. HR Forthcoming Events
6. Thought of the Month
7. Advertisement
8. Feedback

## Famous Quotes

“To succeed in this world, you have to change all the time” –Sam Walton

“Management is a 9 to 5 obligation, but leadership is a 24 hour-a-day responsibility”  
Greg Smith

## Welcome Note

Welcome back to another issue of Human.Net.  
Enjoy your reading!

## HR in black & white

### Trouble in the Labour Relations World

The last month 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 a few weeks ago and the strike by the lorry drivers.

In the first case hundreds of people 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 reported reason behind this was the signing of the agreement by the Government and its strategic partner for the administration of the airports (BOT). Apparently the hourly workers as soon as they heard about the agreement they decided to go on strike demanding better release 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 controlling the public transportation licenses handed by the Government, effectively trying to regulate the way goods were transported in the country.

It was reported that the strike cost the economy £150.000.000 affecting especially the construction industry as well as imports and exports.

The two actions raised once more the critical question in many newspaper articles 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 of Cyprus is concentrated in the service sector**, as shown by a 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 enrolling in the famous waiting (“wish”) list for employment.

**Social Insurance Fund:** although we may all contribute monthly part of our salary to the Social Insurance 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. It was suggested by some social partners that 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.

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

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

**If you are short, you have minimal chances of being employed by the Cyprus 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.

### HR...Got to know!

#### **How can I show our CEO how HR can impact the bottom line?**

HR Metrics such as absenteeism rate, cost per hire, and Human Capital ROI are used to show the benefit of HR practices and their contribution to the bottom line. Benchmark data on an annual basis to measure how new policies or practices have created a savings for your company.

#### **How can HR be seen as a strategic partner with my organization rather than HR being viewed as an administrative function?**

Learn your business. Do you know the ins and outs of how your company operates? If not, ask to attend other department meetings to see the day-to-day operations. Strategize how HR can make the departments goals successful. If certain departments within your organization are downsizing, have you implemented retention efforts for those who remain? Don't just ask the questions if these department heads have considered HR related issues. Make suggestions even if they are non-HR related to show you understand how those departments contribute to the successful operation of the business. Be proactive.

### HR Forthcoming Events - Seminars

#### DALE CARNEGIE TRAINING

September '05: The Dale Carnegie Course – Effective Communications and Human Relations, 13 sessions/ once per week

#### DEMSTAR

26/09/05-27/09/05 Team Building  
03/10/05-04/10/05 Managing Effectively organizational Changes  
19/10/05-20/10/05 Negotiating Skills

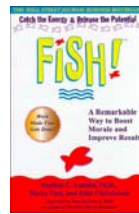
#### DIGIPRO COMPUTER CONSULTANTS

24/10/05-25/10/05 The Concise Master Class in Innovation and Entrepreneurship

#### G. C. ANDERSON CONSULTING

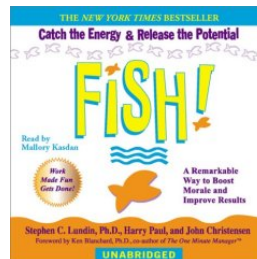
26/09/05-27/09/05 Making Performance Appraisal Effective: Mastering the Art  
03/10/05-04/10/05 How to Set up and Develop the HR Function in Small and Medium-sized Companies  
05/10/05-06/10/05 Developing Strategic Management in Smaller Companies  
19/10/05-20/10/05 Leadership Skills for Females

### Book Review



Imagine a workplace where everyone chooses to bring energy, passion and a positive attitude to the job every day. "Fish!" focuses its story on a fictional situation where a newly appointed manager has the responsibility of turning around her department which suffers from the ills of low morale, negative mindset and plain indifference, into an effective team.

Seattle's Pike Place Fish is a world famous market that is highly successful thanks to its fun, bustling, joyful atmosphere and great customer service. By applying ingeniously simple lessons learned from the Pike Place, our manager discovers how to energize and transform her workplace. This is an easy-to-read book with a simple yet compelling storyline and an appealing message that addresses in a refreshing and effective manner some very pressing work issues that are universal in nature. "Fish!" offers wisdom that is easy to grasp, instantly applicable, and profound.



### Fish! : A Remarkable Way to Boost Morale and Improve Results (Audio CD)

### ..... Seminars continued

#### MMC LTD

20/10/05-21/10/05 Συναισθηματική Νοημοσύνη με Βιωματική Προσέγγιση  
22/10/05-23/10/05 Simulation Business Game – Strategy Winner  
24/10/05-25/10/05 Advanced Negotiation Skills  
26/10 Advanced Negotiation Skills (module 2)

#### M. N. HADJIGAVRIEL CONSULTANCIES LTD

10/10/05-11/10/05 Τεχνικές Επίλυσης Προβλημάτων  
24/10/05-25/10/05 Καθοδήγηση το κλειδί της επιτυχίας στη Διοίκηση των Ανθρώπων

#### UPTODATE

26/09/05-27/09/05 Εφαρμογή Πολιτικών – Σχεδίων – Ισότητας στον Εργασιακό χώρο

## Επιμορφωτικό Σεμινάριο του Συνδέσμου μας

### «Το Σύστημα Εργασιακών Σχέσεων και η Εργατική Νομοθεσία»

Πέμπτη 17 Νοεμβρίου 2005, (08.30-18.00), στο Εκπαιδευτικό Κέντρο Τράπεζας Κύπρου.  
Δικαίωμα Συμμετοχής: £ 100.-- κατά άτομο (Για μέλη £ 85.--)+ ΦΠΑ

#### Στόχοι Σεμιναρίου:

Η επιμόρφωση των Εργοδοτών, Διευθυντικών Στελεχών Επιχειρήσεων και Συνδικαλιστών για τις κύριες πρόνοιες της υφιστάμενης Εργατικής Νομοθεσίας και της νέας Νομοθεσίας που έχει θεσπιστεί πρόσφατα στα πλαίσια της εναρμόνισης με το Κοινωνικό Κεκτημένο.

#### Προς ποιους απευθύνεται:

Διευθυντικά Στελέχη Επιχειρήσεων, Λειτουργοί που χειρίζονται θέματα Προσωπικού και συνδικαλιστικά στελέχη.

#### Εκπαιδευτές:

Λειτουργοί Βιομηχανικών Σχέσεων της Υπηρεσίας Βιομηχανικών Σχέσεων και Ανώτεροι Λειτουργοί του Τμήματος Κοινωνικών Ασφαλίσεων του Υπουργείου Εργασίας και Κοινωνικών Ασφαλίσεων

Για περισσότερες πληροφορίες και για συμμετοχή στο πιο πάνω Σεμινάριο:

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## Thought of the Month



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*Enjoy your vacation!*

**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 κων Χάρη Παυλίδη 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!