



Human.Net



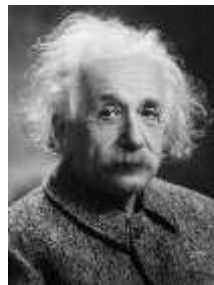
Issue 42 – June 2015

Keeping you up to date with the latest news on Human Resource issues and developments as well as Association news.

Contents

1. Welcome Note
2. Bright Idea
3. HR in Black & White
4. Makes You Think!
5. HR on Screen
6. Book Review
7. Career Pathways of Members
8. HR Forthcoming Events
9. Editorial Team (for feedback)

Interesting Quotes



“Strive not to be a success, but rather to be of value”.

–Albert Einstein

1. Welcome Note from the Editor

Dear Readers,

We are delighted to announce you the circulation of another issue of the Human.Net!

At the beginning of Summer 2015 and moving ahead, the Cyprus economy is recovering at a steady pace from the recession after the implementation of a hardly assigned programme of adjustment. Many sacrifices have been made and is remarkably noted that although there are signs of stability, unemployment rate is still high! Further actions need to be taken for the smooth operation of the system and speeding up the non-performing loans.

In this edition, we urge you not to put off your vacations! Moreover, get informed on the new-updated provisions of the Employment Law and the Employment Terms and Conditions that the Ministry of Labour, Welfare and Social Insurance recently announced for the Shops. Also, see the latest statistics on unemployment and inflation/deflation rates. Furthermore, go through the HR related movie and watch the uphill battle of the actress to keep her job as during her absence, her colleagues realize they are able to cover her shifts by working slightly longer hours and the management proposes a bonus to all staff provided they agree to make her redundant. Additionally, do not miss the Book Review that focuses on the ability of handling difficult people and on the adaptation of communicative strategies and tools, to make this happen. Under our new column titled “Career Pathways of CyHRMA Members”, you can now be informed on our members’ internal promotions, shifts to other workplaces and changes to job titles/positions. Last but not least, become aware of the Association’s activities and other international events which will be taking place in the near future.

Enjoy the ride!

Maria Christofi

2. Bright Idea

Don't Put Off That Vacation

With a seemingly endless number of things to get done, planning a vacation is often the last thing on our minds. But not only does taking time away from the normal day-to-day give us the opportunity to have new experiences and to bond with friends and family, it also helps us reduce stress and gain perspective. Studies have even suggested that failing to take vacation can increase health risks. So be proactive in your vacation planning. Request time off at the beginning of the year instead of waiting to make a plan later. Otherwise, when later comes, you'll again find yourself delaying because you feel like there is too much to get done. In 20 years you'll end up with a lot of “I always wanted to...” sentiments instead of a treasure trove of “I'm so glad I did...” stories.

*The Bright Idea was adopted from “[Are You Proud of How You're Spending Your Time?](#)”
by Elizabeth Grace Saunders, Harvard Business Review*



3. HR in Black & White

Amendments to the Law that Regulates the Operation of Shops and the Employment Terms of their Employees

Recently, the Law that Regulates the Operation of Shops and the Employment Terms of their Employees was amended by Parliament (effective from May 15th). Amendments affect mostly the employees' terms of employment, including rest hours and overtime pay.

For more details, interested parties may contact the Department of Labour Relations of the Ministry of Labour, Welfare and Social Insurance or their respective employer organisation.

Source: *Theodoros Giovanni, Industrial Relations and Social Policy Officer, Cyprus Employers & Industrialists Federation (OEB)*

Latest Figures: Registered Unemployed, May 2015

The unemployed persons, registered at the District Labour Offices on the last day of May 2015, reached 39.672 persons. Based on the seasonally adjusted data that shows the trend of unemployment, the number of registered unemployed for May 2015 decreased to 43.579 persons in comparison to 44.113 in the previous month.

In comparison with May 2014, a decrease of 4.096 persons or 9,4% was recorded which was mainly observed in the sectors of construction (a decrease of 1.224 unemployed persons), financial and insurance activities (a decrease of 834), manufacturing (a decrease of 756), trade (a decrease of 722), public administration (a decrease of 326), education (a decrease of 308) and to newcomers in the labour market (a decrease of 537). It is worth noting that during the same period there was also an increase in registered unemployment in the sectors of accommodation and food service activities (an increase of 404 unemployed persons) and transportation (an increase of 253).

Source: *Famagusta Gazette*

Deflation continues in May 2015 for 23 consecutive months

The Consumer Price Index (CPI) recorded a reduction for the 23rd consecutive month in May 2015, according to data released Thursday 4 June by the Statistical Service of Cyprus.

The rate of inflation for May 2015 decreased by -2,0% compared to -2,1% in April 2015 and -1,4% in May 2014.

The Consumer Price Index for May 2015 recorded an increase of 0,34 units or 0,29% to 115,68 units compared to 115,34 in April 2015.

Source: *Famagusta Gazette*

Contributed by Theodoros Giovanni & Yota Tsiokri

4. Makes You Think!

© Randy Glasbergen
www.glasbergen.com



"You can name your own salary. I call mine Tiny Tim."

5. HR on Screen



Two Days, One Night (French: Deux jours, une nuit)

Release Date: 20 May 2014
(Cannes)

Genre: Drama

Directors: Luc Dardenne,
Jean-Pierre Dardenne

Distributor: Sundance Selects

[Watch the Trailer Here](#)

Would you forego your own self-interest in the name of worker solidarity? Sandra, a young Belgian mother working at a solar-panel factory, discovers that her coworkers have opted for a significant bonus payment, in exchange for her dismissal. This has happened during the time Sandra has been off work on medical leave for depression. Her boss decides to give her one last chance and to host a second round of voting two days later. Sandra has only one weekend to knock on doors and convince her coworkers to support her.

The film offers a realistic view of the **zero-sum game of economic crisis**. Faced with the need to cut costs, Sandra's coworkers were given an either/or ultimatum: they could either receive their much-needed bonuses or let Sandra keep her job. By presenting their staff with this ultimatum, the company's management has effectively made Sandra a sacrificial victim.

Sandra spent her Saturday and Sunday visiting her coworkers. The question "Will you vote for me?" asked again and again, allows us to see the same situation from a new perspective. The responses she got were guilt-ridden, effusive, defensive, apologetic,

conflicted, and cold. At this point, the **stigma surrounding mental health difficulties** in the workplace context is highlighted; one person revealed that the foreman told him that Sandra's mental illness would negatively affect her work performance.

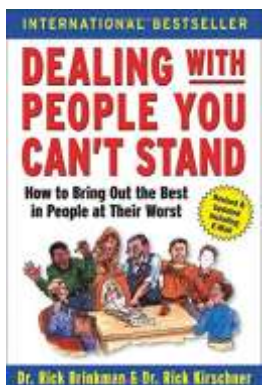
Despite the various responses, **conformity** was common among Sandra's coworkers. The first question she was asked by almost every coworker is how many others have already convinced. People tend to conform to the majority because they are concerned about what other people think of them. Everyone was in a state of insecurity and fear for the consequences of their decision, for example the short-term contract worker who was afraid of being fired if the foreman finds out how he voted.

As Sandra talked with each of her coworkers, their own desperate economic straits became clear. They all had their reasons for needing the 1000 Euros bonus, for example a need to pay for a child's education, to settle the gas bill or to buy a new patio. Nevertheless, some coworkers have gradually changed sides. **Solidarity** is the central message we can take away from the film. In the attempt to save herself over one weekend, Sandra managed to inspire and recreate solidarity that was totally lost in the workplace. In a tough financial climate, coworkers should demonstrate solidarity and civility in dealing with the unpleasant consequences like the one presented in the film.

Eventually, the vote was taken and Sandra lost. However, the manager of the factory called her into his office and agreed to give her the job of one of the others. Sandra committed to her values and ideals, rejected the offer. In the end, even if Sandra loses because she didn't get the majority of the votes, she has already won. Through her fight, she overcame her own personal insecurities and emotional frailties and gained strength and confidence to pursue a new life for herself. **The film teaches us that the fight is always worth it, whatever the result!**

Contributed by Elena Hanna

6. Book Review



Dealing with People You Can't Stand: How to Bring Out the Best in People at Their Worst

Authors: Dr. Rick Brinkman,
Dr. Rick Kirschner

ISBN-13: 978-0071379441

This read is a brilliant resource for dealing with bad behaviour. I've had this book for over a decade now and I often refer to it as and when needed.

I bought it when I became a line manager for the first time and had a situation with the HR Officer reporting to me which I didn't know how to deal with. At the time it helped me understand my subordinates thinking and motivations and it provided me with a dealing strategy and tools on how to best communicate with her and diffuse a potentially conflicting situation and turning it into a good working relationship.

I've often since found it useful to refer back to it when needing to deal with different types of difficult personalities. This has been especially useful in putting it into practice at work, but also in my personal life.

More specifically, this book helps you identify 10 troublesome character behaviours and provides the listening skills and communication techniques to successfully deal with each of them by first making you understand how these difficult people think, their fears and why they act in the way they do. It explains how nine "take-charge" skills that turn conflict into cooperation can be developed by reducing the differences between people. It provides tips on how to change destructive behaviours in others but also to identify such behaviours within ourselves and learn how to improve! I highly recommend it to anyone struggling to understand and deal with an unreasonable boss, a moaning employee, a moody secretary or an angry customer.

On the downside the techniques presented for some of the 10 characters are somewhat limited to 3 or 4 potential strategies only. Therefore, if you are struggling to deal with such people it might be a good idea to use additional sources to give you more options on how to best communicate with these personalities. It is nevertheless highly recommend as a personal development read.

Contributed by Kiki Kallis

7. Career Pathways of CyHRMA Members



Name: Augusta Mesaritis

Previous Title & Workplace: Senior Corporate Administrator, Antis Triantafyllides & Sons LLC

New Title & Workplace: Founder, AAHC All About Human Capital

Biography: Augusta Mesaritis was born in Nicosia. Her father was a doctor and her mother a housewife. She has studied Business Administration and economics majoring in HR Management in the US, and she continued her postgraduate degree in Human Resource Management and Training in the University of Leicester.



Name: Eleni Papaspyrou

Previous Title & Workplace: Economics & Accounting Teacher, American Academy Larnaca

New Title & Workplace: Economics & Business Studies Teacher, Heritage Private School

Biography: Eleni Papaspyrou graduated from American Academy Larnaca and holds a BSc (Hons) in Economics (1st Class) from Lancaster University and an MSc in Management (with Distinction) from CIIM. During her undergraduate and postgraduate studies she received numerous awards for excellent performance including the Phillips Andrew Memorial Book Prize, the Peel Studentship Trust award and the Directors Prize. She also pursued her MSc Management studies after being awarded a full fee scholarship by PrimeTel and CIIM. Since the completion of her undergraduate studies she has been working as an Economics, Business Studies and Accounting High School Teacher at different private schools in Cyprus. She is currently studying for a Human Resource Management & Organizational Behaviour at CIIM.



Name: Georgina Christodoulou

Previous Title & Workplace: Office Administrator, Sanofi Pharmaceutical Company

New Title & Workplace: HR Administrator, C.A. Papaellinas Emporiki, AlphaMega Hypermarkets



Name: Ioannis Vasiliou

Previous Title & Workplace: HR Officer, Phileleftheros Media Group

New Title & Workplace: HR Advisor (Pay & Reward), CWGC



Name: Monica Potsou

Previous Title & Workplace: Operations Assistant, Aker Global Employment

New Title & Workplace: Operations Advisor, Frontica Global Employment

Biography: Monica Potsou is a graduate student of the Athens University of Economics and Business (Greece), holder a BA degree in Economics, including Business Economics and Finance. She is also a holder of a Master's degree (MA) in Human Resource Management from Middlesex University Business School London (UK) and a graduate member of the Chartered Institute of Personnel and Development London (CIPD). As part of her professional development, she has also studied Business Administration, holding a professional higher diploma in that field. She has started her professional career in the field of Human Resources in December 2007.



Name: Natasa Ellina

Previous Title & Workplace: Inspector of Labour Relations, Department of Labour Relations at Larnaca District Office (Ministry of Labour, Welfare and Social Insurance)

New Title & Workplace: HR Manager, TGI Fridays Cyprus

Biography: Natasa was born in Nicosia and she is a graduate of the University of Cyprus with a degree in Economics. She obtained her Master degree in Human Resource Management and Organisational Behaviour from CIIM and worked for three months in the HR Department of CYTA. She worked as Administrative Officer in real estate network agent Starland Enterprises Ltd and also as an Assistant Manager at K-Cineplex. She worked as a HR Officer in "Cybarco Ltd" and also as an Administrative Officer at the Secretariat of Cyprus Presidency of the Council of the EU 2012 (Logistics Unit: Transportation, Airport, Liaison Officers). She worked as an Inspector of Labour Relations in the Department of Labour Relations (Ministry of Labour & Social Security) at Larnaca District and now she is HR Manager of TGI FRIDAYS. She has published articles regarding HR Management in Cyprus newspapers. Natasa is a member of the CyHRMA since 2008 and has participated in Annual General Meetings, assisting in the programme presentation of the event (2010 and 2011).



Name: Pamela I Miller

Previous Title & Workplace: HR & Banking Manager, Eltoma Corporate Services

New Title & Workplace: Cyprus Business Unit Manager, Eltoma Corporate Services

Biography: Pamela Miller joined Eltoma Corporate Services, initially as Banking Manager having worked with one of the oldest Banking Groups throughout the United Kingdom and Channel Islands, over a twenty one year timeframe. Her role now as the Head of the Cyprus Unit is to provide quality professional ongoing client service, also further developing the Cyprus Head Office and departmental efficiency. Pamela has a solid interest in Human Resources, being both CIPD (Chartered Institute of Personnel & Development) member and CyHRMA (Cyprus Human Resource Management Association) member. Passionate and focused, Pamela continually looks to ensure professionalism is the core and driving force with her Management Team and Team Members.

8. Forthcoming Events

CYPRUS

30/6/2015

Annual General Meeting (Eleon Park)

INTERNATIONAL

24/8/2015 – 27/8/2015

44th IFTDO World Conference - Kuala Lumpur (Malaysia)

7/9/2015 – 11/9/2015

17th ILERA World Congress 2015

22/10/2015-23/10/2015

EAPM Congress (Valencia)

9. Editorial Team of this issue

Publications and Communication Committee Members

Costas Papakyriacou, FCyHRMA, MA, CharteredMCIPD, MInstLM, c.papakyriacou@cytanet.com.cy

Elena Hanna, ACyHRMA, MBPsS, MSc Occupational Psychology, elena.hanna@hotmail.com

Irene Papadopoulou, MCyHRMA, MSc Human Resource Management, papadopoulou.irene@hotmail.com

Kiki Kallis, FCyHRMA, HR Professional, kikikallis@gmail.com

Maria Christofi, MCyHRMA, MA Human Resource Management, mariachristofi1981@hotmail.com

Theodoros Giovanni, ACyHRMA, MBA, theodoros.giovanni@gmail.com

Yota Tsiokri, MCyHRMA, MA HRM, EMCC Coach at Practitioner Level, tsiokri@hotmail.com

Name of the Association: Cyprus Human Resource Management Association (CyHRMA)

Address: P.O. Box 28785, 2082 Nicosia

Telephone: +357 22 318081

Fax: +357 22 318083

Email: info@cyhrma.org

Website: www.cyhrma.org

