



Technology and work/life balance

According to ACTU President Ged Kearney Australians work more than two billion hours of unpaid overtime - equivalent to \$72 billion worth of foregone wages - and advances in modern technology are adding to the load. Smartphones, tablets and other types of 24-7 technology can make life easier for many people but they make it harder to switch off even when at home and also keep us at work longer.

"Research by The Australia Institute shows that one in two workers do not spend as much time with their family as they would like.

"Their research also suggests that in a workforce of 11.4 million people, about 6.8 million workers experience work that pollutes free time in any given week, while 1.75 million workers regularly have their free time infiltrated by work demands.

"This matches the outcomes of the ACTU's Working Australia Census of 42,000 people, which found 41% of workers were contacted outside of work hours at least once a week. Three out of five worked additional hours each week, but half of them received no extra compensation for their overtime.

Source: www.hrmguide.net

The business issues shaping HR strategy in 2012

The uncertain economic outlook and challenges associated with an economy split between high and low growth sectors will force Australian companies to play a careful balancing act when it comes to planning their human capital resources and strategies for the year ahead, according to Mercer.

Mercer's have identified the top five business issues affecting talent management and human capital strategy for 2012:

1. Explore new talent opportunities within slow growth sectors, helping to combat skill shortages
2. Voluntary turnover on the rise again?
3. Avoid the two-strikes; engage shareholders early on executive remuneration
4. Plug the leaky pipeline: make 2012 a year for action on retaining women
5. Address the needs of the fastest-growing employee segment – older workers.

Source: www.mercer.com.au



**THE DONINGTON GROUP WOULD LIKE
TO TAKE THIS OPPORTUNITY TO WISH
ALL OUR CLIENTS A VERY HAPPY
CHRISTMAS AND A PROSPEROUS 2012.**

**WE THANK YOU FOR YOUR BUSINESS
AND LOOK FORWARD TO WORKING
WITH YOU AGAIN IN THE NEW YEAR**

Social Media in the Workplace Survey Findings

Part three of a series of SHRM survey findings that focused on the use of social media in the workplace, particularly by HR. Part three examines social media platforms utilized by organizations to reach external audiences and build relationships (e.g., current customers, potential customers, and/or potential employee). More than one-half (68%) of organizations reported that they currently engage in social media activities to reach external audiences. Overall, 31% of organizations track employee use of social media services, and 43% block access to social media platforms on organization-owned computers or handheld devices.

Source: www.shrm.com

The Enemy of Engagement

New research has revealed that employee frustration is the 'silent killer' of workplace productivity, and industry consultants have said tackling the issue will be the key battleground in the war on talent.

According to the new release published by Hay Group, *The Enemy of Engagement*, a lack of employee enablement is the leading cause in workplace frustration, yet it is rarely addressed or even recognised by organisations.

According to Hay Group, some 15% of the workforce are frustrated with arbitrary processes and lack of leadership, and Steven Ewin, head of Insight Pacific, said frustration has significant impacts on employee performance, retention, customer satisfaction and revenue growth.

Ewin commented, "Frustration wears down motivated, dedicated employees who really care about their jobs but can't get the organisational support they need to get things done. Managers must address issues such as internal barriers or the lack of resources, or risk losing top talent who care deeply about the organisation." Co-author of the book, Tom Agnew, said frustration isn't an 'employee' issue but an organisational issue. "Managers must listen for clues and serve as the voice for frustrated employees," he said.

The results of proactive leadership can have profound results on the bottom line. The Hay Group research found that companies which ranked in the top quartile on both engagement and enablement achieved revenue growth four and a half times greater than companies in the bottom quartile.

Source: www.hcamag.com

Please note: Our offices close at mid day Friday 23rd December and will re-open on Monday 9th January. Best wishes for a safe and happy festive season.