

SLAVES TO THE INBOX

We need to change our approach to email if we are to take control of productivity in the workplace. That is the conclusion of a new nationwide workplace productivity survey conducted by Human Capital in Australia. The majority of us are at our most productive during the hours of 7am to noon, but waste this high-energy time by checking and responding to emails that bear no relationship to the projects that lead to organisational success. Cholena Orr, Director of pac executive Human Capital, says the survey sheds new light “on the degree to which our use of email is harmfully impacting the individual and the company’s success.” Email overload is suffered by 67 per cent of Australians, and each time we react to an incoming message, it takes anywhere between one and 24 minutes to refocus. The advice is to schedule certain times to check emails and stick rigidly to that routine.



DEGREES OF DOUBT

With about a third of candidates embellishing their qualifications in job applications, the service of Personnel Screening Helpdesk (PSH), based in Hong Kong, might be of interest to HR professionals who need to conduct reference checking. Its first report, “Degree Verification Practices 2015” examines how the world’s major universities verify their degrees. Out of the 50 sampled, 70 per cent of them have outsourced their verification service to third party agencies who charge a small fee, on average US\$17.20 per request. Three universities in the survey provide online searchable databases of their university graduates at no charge: National University of Singapore, University of Melbourne and Australian National University.



INVESTMENT IN HR JOB SOFTWARE

STARTUPS that offer software for human resources and recruitment have attracted US\$811.6 million from venture capitalists in the first half of 2015, according to the *Wall Street Journal*. This is not far off the total invested in the sector for the whole of 2000. The trend is evident at SEEK which has launched new filter tools on its job site that can predict career intentions and the likeliness of candidates to switch roles. SEEK claims it will allow recruiters to access a rich source of passive as well as active candidates.

POOR BUT HAPPY?

Most women don’t believe that they are worse off at work because of their gender, reveals a new report from the UK entitled “Women at work: Is it still a man’s world?”. Interviewing more than 170,000 employees, it found that nine out of ten women think there is no gender discrimination in their workplace. This is despite the fact that the number of women in senior executive positions drops sharply compared to men – 29 per cent compared to 71 per cent. Nor does it appear that senior female executives are aware of the pay gap or seeking to close it as the more senior they are, the more likely they are to agree that their pay is fair. Great Place to Work Institute, which produced the report, suggests that the reasons women are content with their lot are due to several factors including lack of transparency over pay, women being more reluctant to ask for a pay rise and women deriving more satisfaction from the social aspects of work and feeling part of a ‘family’.



FILTER TOOLS ALLOW RECRUITERS TO ACCESS PASSIVE AS WELL AS ACTIVE CANDIDATES