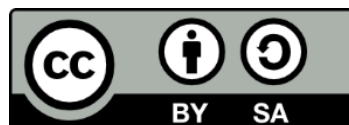


# ΑΓΓΛΙΚΑ III

## Ενότητα 10: THE FUTURE OF WORK

Ζωή Κανταρίδου  
Τμήμα Εφαρμοσμένης Πληροφορικής



Ευρωπαϊκή Ένωση  
Ευρωπαϊκό Κοινωνικό Ταμείο



ΥΠΟΥΡΓΕΙΟ ΠΑΙΔΕΙΑΣ ΚΑΙ ΘΡΗΣΚΕΥΜΑΤΩΝ  
ΕΙΔΙΚΗ ΥΠΗΡΕΣΙΑ ΔΙΑΧΕΙΡΙΣΗΣ

Με τη συγχρηματοδότηση της Ελλάδας και της Ευρωπαϊκής Ένωσης



ΕΣΠΑ  
2007-2013  
Πρόγραμμα για την ανάπτυξη  
ΕΥΡΩΠΑΙΚΟ ΚΟΙΝΩΝΙΚΟ ΤΑΜΕΙΟ

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*επένδυση στην κοινωνία της γνώσης*  
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# Questionnaire[1]

1	Do you believe you will work across geographic borders more than your parents did?
2	Do you envisage using a language other than your first language at work?
3	Will you deliberately seek to work for employers whose corporate responsibility behavior reflects you own values?
4	Do you think you will work...? <ul style="list-style-type: none"><li>• in a mix of locations?</li><li>• mainly from home?</li><li>• mainly in an office?</li></ul>

# Questionnaire[2]

	Questionnaire (cont.)
5	<p>Do you think your office hours will be...?</p> <ul style="list-style-type: none"><li>• Mainly flexible hours?</li><li>• Mainly regular office hours?</li><li>• Regular office hours?</li></ul>
6	<p>How many employers do you think you will have in your career?</p> <ul style="list-style-type: none"><li>• 1</li><li>• 2-5</li><li>• 6-9</li><li>• 10+</li></ul>

# Possible titles for the text

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- The importance of HRM
- The increase of global worker mobility
- The workplace of the future
- Social responsibility and corporate agenda
- Managing tomorrow's people
- The challenges of future employees
- Networks of smaller organization

# Possible Titles-ANSWERS

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- The importance of HRM
- The increase of global worker mobility
- ***The workplace of the future***
- Social responsibility and corporate agenda
- ***Managing tomorrow's people***
- The challenges of future employees
- Networks of smaller organization

# True or false ?

1. The role of HRM in the future is perceived as a service within the organization.
2. The population of the survey consisted of a big number of millennials working for PWC.
3. In the future, the workplace will be determined by focusing on individual wants and collective responsibility for the environment.
4. In the blue world global businesses break into smaller ones.
5. In the orange world, employees rely on achieving high scoring ratings of past job performance.



# Questions

1. What motivated PWC so as to explore the future of people management?
2. What were the Chinese candidates' beliefs?
3. How would most of the candidates probably choose their workplace?
4. If technology is treated as an overpowering force what is the impact on people's lives?
5. What is the role of the green credentials in a company?

# blue, orange or green world ??

1. \_\_\_\_\_ Clear communication and clarity about products and services is essential.
2. \_\_\_\_\_ People metrics became an essential part of everyday life to keep track of individual performance and productivity.
3. \_\_\_\_\_ Networks prosper while large companies fail.
4. \_\_\_\_\_ People are more likely to see themselves as members of a particular skill or professional network than as an employee of a particular company.
5. \_\_\_\_\_ In the business world ethical behavior is the most important attribute to attain and preserve.
6. \_\_\_\_\_ Technology pervades every realm of business and leisure activity.
7. \_\_\_\_\_ Society and businesses see their agendas align.
8. \_\_\_\_\_ The dream of a single global village has been replaced by a global network of linked, but separate and much smaller community.

# Discussion questions

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1. What is the work situation today?
2. What is your vision of tomorrow? What kind of work environment would you like to work in?
3. What sort of qualifications do you need to get there?
4. How will you need to change in terms of behavior, attitudes?
5. Do you think you will be able to cope with an environment of constant change (social, political, multicultural)?

# Match the global forces with their rephrasing

1. business fragmentation, 2. corporate integration, 3. globalization, 4. controlling technology, 5. individualism, 6. I control technology, 7. reverse globalization, 8 collectivism
- big business rules all
  - protectionist policies begin to rebuild barriers to free movement of people and goods
  - the free-market trend prevails as trade barriers disappear
  - a yearning for the human touch minimizes the personal impact of technology on consumers
  - the potential break-up of large businesses and the rise of collaborative networks
  - the common good prevails over personal preference, e.g. collective responsibility for the environment over individual interest
  - allowing technology into almost every part of a person's life
  - focus on individual wants; a response to the infinite choices available to consumers

# Find three phrases which refer to the relevant worlds[1]

BLUE

GREEN

ORANGE

# Find three phrases which refer to the relevant worlds[2]

## BLUE

- intersection of individualism and corporate integration
- Performance assessment systems
- Human capital of the organization

## GREEN

- the dominant role in business priorities along with demographic change and environmental sustainability
- green credentials
- virtual social networks

## ORANGE

- collaborative networks of smaller organizations
- short-term contracts
- work portfolios of score rating from previous work projects

# Collocations

A	B
1. raise	a. a survey
2. ageing	b. employment
3. conduct	c. responsibility
4. seek	d. agenda
5. develop	e. situations
6. assume	f. workforce
7. anticipate	g. performance assessment systems
8. corporate	h. an issue

# COLLOCATIONS:

key

raise an issue

ageing workforce

conduct a survey

seek employment

develop performance assessment systems

assume responsibility

anticipate situations

agenda



# Tenses

In 2007, PwC, one of the global professional services firm, \_\_\_\_\_ (1- SET) out to explore the future of people management. Their initial concern \_\_\_\_\_ (2- BE) the fast changing business environment in which businesses of all size \_\_\_\_\_ (3- CONFRONT) by issues such as the talent crisis, the ageing of the workforce in western world, the increase of global mobility and the cultural issues \_\_\_\_\_ (4- RAISE). These concerns \_\_\_\_\_ (5- SEE) \_\_\_\_\_ (6- HAVE) consequences for the future of Human Resource Management (HRM) as we \_\_\_\_\_ (7-KNOW) it today.

# Tenses-2

Over the last decade or so, the issue of globalization \_\_\_\_\_ (1- SET) foot in the business world. Organizations \_\_\_\_\_ (2- UNDERGO) a big number of changes: they \_\_\_\_\_ (3- EXPERIENCE) phases of expansion, merging, liquidation, selling, closing down, outsourcing or offshoring. All the above-mentioned business conditions may occur rapidly. For this reason, business organizations often \_\_\_\_\_ (4- REQUIRE) to update and adjust their policies so as \_\_\_\_\_ (5- MEET) needs and demands which they \_\_\_\_\_ (5- FACE) before. The new challenges which the business world is expected to pursue focus on the management of those people \_\_\_\_\_ (7- WORK) in organizations: the ageing or graying of the workforce, the labour mobility, the talent crisis as well as the new contexts of organization and culture.

# Tenses-3

Ageing of people in the Western world and more specifically in Europe \_\_\_\_\_ (8- SEEM) to be a social phenomenon. The birth rate of its population is not as high as in the past in contrast to the death rate which \_\_\_\_\_ (9- INCREASE). On the other hand, better standards of living \_\_\_\_\_ (10- CONTRIBUTE) to a higher life expectancy.. As a result of this, the proportion of older workers in the workforce \_\_\_\_\_ (11- SEEM) \_\_\_\_\_ (12- INCREASE). Another problem is the fact that people in Europe and the rest of the world \_\_\_\_\_ (13- FACE) many impediments to mobility any ore. They have the freedom of moving (14- MOVE) to other countries and take advantage of better social of economic opportunities.

# Tenses-4

Also, a big number of employees \_\_\_\_\_ (15- REACH) either the retirement age or are about to retire soon. This is likely to have a significant impact on the economy because the skills and experience of those retirees have \_\_\_\_\_ (16- REPLACE). In addition, the pace of business change would very much \_\_\_\_\_ (17- DETERMINE) by a number of social, economic, environmental and demographic factors. Concluding, all those alterations which \_\_\_\_\_ (18- OCCUR) in the profile of business people need \_\_\_\_\_ (19- TAKE) into great consideration. Organizations would have to rethink and restructure the management of their workforce by \_\_\_\_\_ (20- GIVE) solutions to the new problematic situation.

# Τέλος Ενότητας



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