



Press Release

Fragiski Melissa: “Employer-employee relations are changing in the modern work environment”

The characteristics of modern-day employees and why HR Management must adapt to the new reality

The profile of the modern employee has changed radically and businesses need to adapt to the new landscape, said **Fragiski Melissa, Alpha Bank’s Chief Human Resources Officer**, speaking at the panel “Transforming Workplaces, Harnessing People Advantage in a New Era” of this year’s Delphi Economic Forum.

Mrs. Melissa stressed that organizations should meet the **needs and requirements of employees**, who are introducing new aspects in the modern work environment, highlighting the need for a different culture and mindset. Some of the elements of the modern work profile discussed by Mrs. Melissa were the following:

- **Alternative career paths within the organization** and the opportunity for rapid advancement and for assuming, in line with merit-based criteria, different roles and corresponding salary rewards
- Opportunities for **strengthening existing skills and learning new ones**, as the rapid advances in technology impact significantly the very nature of work
- The so-called “**neo-working**”, which concerns the work environment as well as the way of working, highlighting the need for collaboration and for building a shared work culture and fostering creativity by adopting flexible work models
- **The prioritization of wellbeing** and the ways to ensure sufficient personal time
- **Transparency and clear communication regarding the employee’s earnings and privileges** depending on their personal preferences and needs
- Choosing companies that actively support **society and sustainability**, as well as the feeling that the subject matter of the employee’s work has a substantial impact on society
- The employees’ **sense of self-management** – a combination of autonomy and comfort in taking initiatives without being strictly supervised by their superiors.

“A number of steps have indeed been made in Greece at the level of Human Resources Departments, but we still have a lot to do so in order to consider ourselves successful in meeting the modern-day needs of employees, which are undergo constant transformations,” said Mrs. Melissa.

Alpha Bank’s Chief Human Resources Officer stressed that HR people should **take advantage of the technology tools available**. *“Digital tools help us leverage multiple data to support in the best possible way the needs of employees’ regarding training, support of career ambitions etc., by creating personalized career roadmaps. This allows HR to suggest the ideal development and career steps for each employee,”* she said.

She also argued that these tools allow HR to diagnose early on **emerging issues, so as to implement proactive measures to enhance work and personal wellbeing and, ultimately, productivity**. *“By strategically integrating digital technologies into culture transformation initiatives, organizations can strengthen transparency, agility, inclusion and innovation, leading to lasting positive change and growth,”* she concluded.