

ST APPOINTMENTS

MAKING OPPORTUNITIES KNOCK ON YOUR DOOR

Fashion at work

Two-thirds of women say designer brand names are not important at work, according to a Fashion at Work survey by WomensWallStreet.com. But that doesn't stop women from buying them. 60% of women surveyed said that they had bought a designer piece - with 95% saying they would buy marked-down duds if they could get their hands on them.

Coach is the most coveted brand in the workplace, taking 40% of respondents' votes, with Ralph Lauren's 26% close behind. What do women buy? Given a choice of buying just one designer piece (votes rounded up):

- 40% of surveyed women said they would buy a suit
- 22% would cash out for a quality handbag
- Shoes were voted for by 9%
- Casual wear attracted 12%
- Out-on-the-town wear took 8%
- With the remainder selecting outerwear
- There's no doubt women love fashion," said WomensWallStreet.com editor-in-chief Pam Little. "But we want quality clothes that flatter our figures without breaking the bank." Most women surveyed keep their



clothing expenditures under control with 59% respondents spending \$100 or less on clothing per month. But 29% admit to spending \$101 to \$300.

"When you think about it, it's really not that much," says Little. "With an average designer piece running \$300, women today are either not buying much, or they're shopping smart. And my guess is the latter."

What's hot this season? And what are the rules for summer dressing at the workplace? Kirston Mann, Hollywood stylist to the stars and writer of Fashion Cents(TM), a new WomensWallStreet column that covers all things fashion-minded, gives five tips:

1. Sandals are hot. But flip-flops are a definite workplace no-no. "Could you take someone seriously if their shoes make 'flipping' noises around the office? I don't think so," says Mann.

2. This summer's must-have is a print skirt or top. "Try bright, lively colors that make a splash," says Mann. "Don't be afraid to add some yellows, reds and bright pinks to your look. And this year's freshest look for skirts is full. As in 'broomstick' and hippie-style."

3. Think beyond eBay. Says Mann, "There are tons of great sites where you can score designer pieces at discount. Try www.laredoute.com, www.you.com or ItalyOutlet at www.efashionhouse.com. You'll get some fabulous mark-downs."

4. T-shirts are a go for summer - dress them up with necklaces like Native American turquoise or trade beads. "Add a summer skirt and sandals and you have a fun, classy workplace look," says Mann.

5. Summer's hottest trend? Metallic shoes and handbags. Golds, silvers and coppers are everywhere this season, from Manolo Blahnik to Old Navy. Says Mann, "But remember, it's a trend - it won't last. If you want to add metallic to your look, avoid the pricey stuff and look for a deal."

Aggression at work..

Contd from page 2
Wayne Hochwarter said: "Without communication, there can be no trust. And without trust, you're going to have your share of employee-manager struggles."

Referring to his earlier research findings Wayne Hochwarter added: "Employees stuck in an abusive relationship experienced more exhaustion, job tension, nervousness, depressed mood and mistrust. They also were less likely to take on additional tasks, such as working longer or on weekends, and were generally less satisfied with their job. Also, employees were more likely to leave if involved in an abusive relationship than if dissatisfied with pay."

General Public Identified As Primary Source Of Abuse

Almost half of U.S. employees have been subjected to aggression in the workplace, with customers, clients and patients being the main source of attacks, according to a comprehensive national survey of workers reported in the Handbook of Workplace Violence published by Sage in 2006.

"The stereotypical belief that large numbers of employees are 'going postal' is a bit of a myth," says Aaron Schat, assistant professor at the DeGroote School of Business at McMaster University. "47 million Americans experience psychological or physical aggression while on the job. Interestingly, workers pinpoint the general public as the most significant source of this aggression, as opposed to other co-workers or supervisors."

The survey found that about 47 million employees have experienced acts of psychological aggression at work, including: being screamed at, insulted, or threatened with physical violence. Physical violence at work, such as being slapped, kicked or attacked with a weapon, were less common. Only 6% of employees - nearly 7 million people - reporting exposure. The vast majority of workers (96%) who experienced physical violence also reported some form of psychological abuse. A mere 0.26% - representing about 300,000

workers - experienced physical violence alone.

Almost 25% of respondents reported they were victims of aggression from members of the public (customers, clients or patients) 15% said they were victims of aggression from other employees. 13% reported aggression from supervisors or bosses.

Schat explained, "Exposure to aggressive behaviour at work is associated with a wide range of negative consequences for individuals and organizations, including negative work attitudes, reduced well-being, and, in cases of physical violence, bodily injury or death. The fact that such a large percentage of the American population has experienced workplace aggression demonstrates the need to address it." - hrnguide.com

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