

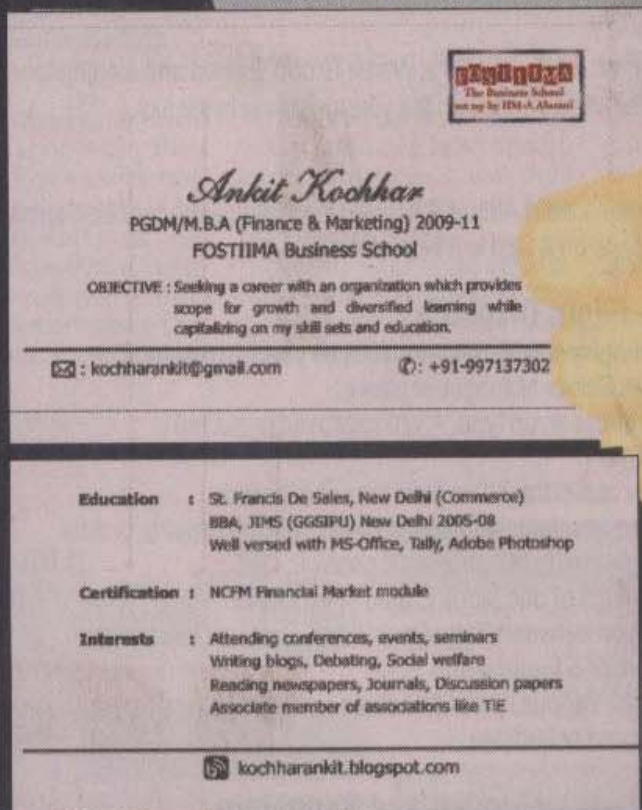
Playing the card right

Management student Ankit Kochhar's business card manages to say a lot more about him than a simple verbal introduction

Students these days are under constant pressure – first to get into a good college/ institute and then to land a worthy job. Life becomes a rat race. As a result, students overlook a key ingredient for success

– the right communication tools and technique.

I am a management student. We, as future professionals, are expected to pick up managerial skills, attend relevant seminars, make impactful presentations and participate in debates. These workshops help provide a feel of the corporate



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How much can you STRETCH?

professional atmosphere to work late," points out Asim Handa, country manager, Futurestep India.

Sheer delight versus pretension

Employees eager to climb the corporate ladder tend to work harder. Across organisations, there exist employees who really enjoy their work. "The sheer delight of putting in a

likes to make a statement. While many enjoy and are passionate about the work they do, there are others who are seen too much in office because they are hungry to move up in life fast. Some will work hard to earn higher bonuses, get a bigger pie of the variable pay package. Today, with 40 to 50 per cent of your compensation being variable, the tendency is to work that much harder to earn more money," says Ronesh Puri, managing director, Executive Access.

The rank and file

The number of hours an employee is willing to spend in office depends on his posi-

tion. For a junior-level employee, money is typically the main motivator. For a mid-career and an executive-level employee, career progress is the main motivator. The number of hours he puts in could be dictated by how that can help him improve his equity within the organisation. "As a norm, employees are not expected to work for more than 40 hours a week. Someone who ends up spending more time in office is considered for compensatory off or a direct overtime compensation," he says.

According to Umesh Dhal, HR head, LG Electronics India, ownership of the job plays a vital role in spending that

staying on longer. The senior group will perhaps be interested to spend extra hours in order to move to the next level of performance. "Our company provides hardship allowances to employees putting in an extra hours at work," points out Sheela K L, head of human resources, Collabera.

As far as the mid-management is concerned, those who show a willingness to go beyond the extraordinary, are given international assignments, says Rohit Mahajan, founder and managing director, Saviance Technologies. At the end of the day, what is important is how you motivate your people.