



Human Wellness

**Mega Lifesciences (Pty) Ltd.**

Mega Lifesciences (Pty) Ltd., a pharmaceutical company with a presence felt across 50 countries around the world that spreads the concept of 'human wellness' is looking for dynamic, sincere and hardworking individuals to join our team and take our mission forward.

**Medical Representatives HQ****Colombo, Negombo, Kandy, North & East**

Eligibility: Smart, hardworking and committed persons, preferably with a bioscience background or a pharmaceutical degree. Prior work experience is an added advantage but not essential.

Attractive perks and remunerations await the chosen candidates.

If you think you've got the qualities we're looking for send in your résumé to:

The Country Manager  
**Mega Lifesciences (Pty) Ltd.**  
No. 48/A, Sunethradevi Road, Kohuwala.  
Fax: 2768216 Tel: 4305366  
Email: mega.sl@megawecare.com  
satish@megawecare.com

**VACANCY FOR THE POSITION OF  
PROCESS ENGINEER**

We are a 100% export oriented Company manufacturing cleaning tools and ancillary products. In line with our expansion plan, we are in the final stages of implementing a BOI approved venture with state of the art Machinery and latest technology in order to further integrate our manufacturing process.

**The Ideal Candidate Should Be:**

- ◆ A degree holder in Process Engineering with minimum results of a second class upper.
- ◆ Good knowledge of English Language is a prerequisite
- ◆ Possess strong leadership qualities, be self motivated.
- ◆ Be prepared to work with a high sense of responsibility with flexibility in working hours.
- ◆ Work experience will be an advantage

Successful candidates will be provided 'on the job' training in line with International standards

Salary is negotiable and will commensurate with qualifications and experience.

**Please post your CV to**

**The Beira Group**

**Level 3, Parkway Building, No.48 Park Street, Colombo 2**

**EMPLOYMENT TIMES**  
MAKING OPPORTUNITIES KNOCK ON YOUR DOOR**Motivating Top Talent**

Two recent reports offer guidance on motivating and developing talented employees in the current global economic downturn.

**Motivating And Retaining Top Talent**

A report from OnPoint Consulting identifies strategies for motivating and retaining top talent in the current economic climate when the emphasis on bonus payments is no longer possible or appropriate. Previous research has found that earnings and benefits have a 2 per cent impact on job satisfaction and engagement compared to 70 per cent provided by job quality and workplace support.

**The report suggests the following survival strategies:**

- ◆ **Create a sense of purpose** - Engagement and retention improves when people understand how they connect to the "Big Picture" and how they make a difference.
- ◆ **Provide meaningful work** - Allowing people to do what they do best and make a significant contribution is key to engagement and retention.



- ◆ **Solicit ideas** - Involvement in decisions gives people a sense of control in uncertain times, shows them their opinions matter, and improves decision acceptance.
- ◆ **Let people know where they stand** - Setting tough but realistic goals is motivating even in a tough environment.
- ◆ **Enhance trust and communication** - Trust is built when leaders improve credibility by being candid, demonstrate reliability by ensuring their actions are consistent with business objectives and values, and are accessible.

**Rick Lepsinger, president of OnPoint Consulting commented:**

■ Feeling connected to the people you work with also helps create a sense of purpose.... Providing opportunities to learn and grow is icing on the cake.... Clear goals are only part of the equation. People need regular feedback so they know when they are on track and recognition when they achieve key milestones....The more people feel you are focused on them, rather than on yourself, the more they trust you."

**Employee Goals and Talent Development**

A report from SumTotal® Systems Inc., a global provider of talent development solutions, argues that implementing effective, universally-accepted goal setting for employees, coupled with a system for managing and tracking these processes can enable HR managers to make a significant contribution to improved organizational performance.

**Richard Oyen, director of HR and talent development said:**

■ With the current economic forecast, it is now more important than ever to make sure employees' goals reflect the organization's overall goals to ensure everyone is working toward the same mission. By helping to set organizational alignment, HR departments have the ability to impact their company like never before and create significant productivity improvements."

**The report offers the following guidelines for the involvement of HR in employee goal setting:**

1. **Know the goals** - HR should be involved when senior managers plan annual goals to be aware of underlying issues and challenges.
  2. **Get buy-in** - The executive team should support HR's efforts to align goals and help communicate the importance of the program.
  3. **Cascade goals** - Once goals are set at the top of the organization, they should work their way down to all employees.
  4. **Ensure consistency** - As goals are established further down the organization, HR can assist by creating standards and monitoring consistency.
  5. **Hold everyone accountable** - Managers should ensure goals are measurable with specific deadlines and then hold employees accountable.
  6. **Reinforce through development** - Ensure that employees have skills and tools to achieve established goals using development plans monitored by HR.
  7. **Work the gaps** - Managers can work with employees individually. HR should identify gaps in organizational provision and address issues proactively with the Learning team.
  8. **Encourage year-long communication** - Initial goals may be agreed but paid no further attention. Sending reminders to update goals is one way for HR to encourage a culture of frequent manager/employee communication.
  9. **Monitor compliance** - Managers should monitor progress and completion of employee goals HR should review overall process and report to executives and department heads.
- **Measure twice, cut once** - Goals should be a major component of a company's annual performance appraisal where employees are measured and held accountable.

**SRI LANKA AIR FORCE****OFFICER CADET AND  
LADY OFFICER CADET VACANCIES**

**GENERAL DUTIES PILOT BRANCH (MALE)  
TECHNICAL ENGINEERING BRANCH (MALE)  
ELECTRONICS ENGINEERING BRANCH (MALE)  
EQUIPMENT BRANCH (MALE AND FEMALE)  
ADMINISTRATIVE BRANCH (MALE AND FEMALE)  
ADMINISTRATIVE REGIMENT BRANCH (MALE AND FEMALE)  
OPERATIONS AIR BRANCH (MALE)**

**Applications are invited for Officer Cadets and Lady Officer Cadets in the Regular Force of the Sri Lanka Air Force as follows**

\* **BSc (Aviation Studies) Degree Entrant Qualifications (Accredited by the University of Kelaniya)**

**General Duties Pilot / Equipment / Administrative / Administrative Regiment and Operations Air Branches**

A minimum of six passes at the GCE O/L examination with four credits including credit passes in English language, Mathematics, Science and an ordinary pass in Sinhala / Tamil language in one sitting (additional and optional subjects not considered) and ordinary passes in three subjects at the GCE A/L examination in the Physical / Bio Science / Commerce Stream (as applicable) in one sitting.

**Technical Engineering and Electronics Engineering Branches**

A minimum of six passes at the GCE O/L examination with four credits including credit passes in English language, Mathematics, Science and an ordinary pass in Sinhala / Tamil language in one sitting (additional and optional subjects not considered) and ordinary passes in three subjects at the GCE A/L examination in the Physical Science Stream in one sitting.

**\* Non Degree Entrant Qualifications****General Duties Pilot / Equipment / Administrative / Administrative Regiment and Operations Air Branches**

A minimum of six passes at the GCE O/L examination with four credits including credit passes in English language, Mathematics, Science and an ordinary pass in Sinhala / Tamil language in one sitting (additional and optional subjects not considered).

**OTHER REQUIREMENTS**

Nationality : Must be a citizen of Sri Lanka  
Civil Status : Candidates must be unmarried  
Age : Not less than 18 years and not more than 22 years as at 01 October 2010  
Height : Male - 5' 6" and above  
Female - 5' 4" and above  
Weight : BMI  $\frac{\text{Weight(Kg)}}{\text{Height (m)}^2} < 25$   
Chest : Minimum 32" (Male)  
Vision Colour Standard : CP2  
Visual Acuity : Left eye 6/6 and right eye 6/6 (Without spectacles)

\* Attractive pay with benefits covering food, accommodation, transport, uniforms and medical.

**SPECIMEN APPLICATION**

- \* Full name (As per National Identity Card)
  - \* Branch applied
  - \* Permanent address
  - \* Present postal address
  - \* Nearest Police Station to permanent address
  - \* Date of birth
  - \* Height
  - \* Gender
  - \* Telephone number
  - \* School attended
  - \* Educational qualifications (Ordinary & Advanced Level)
  - \* Achievements in sports / extra curricular activities
  - \* Details of previous service in the Armed Forces if any
  - \* Other achievements of note
- \* I hereby certify and declare that the details furnished above are true and correct to the best of my knowledge.

Date : .....

Signature of Applicant

\* For further details see Government Gazette Number 1657 of 04 June 2010 and www.documents.gov.lk.

\* The envelop should be marked **APPLICATION FOR CADETSHIP / LADY CADETSHIP IN THE .....BRANCH** on the top left corner. Applications should be forwarded under registered cover to reach **CHIEF RECRUITING OFFICER, SRI LANKA AIR FORCE, EKALA, KOTUGODA** on or before 1200 noon on **10 June 2010**.

Web site: <http://www.airforce.lk>