

GROUP ACCOUNTANT

SAHANA GROUP OF COMPANIES

Horana, Matugama, Avissawella

Sahana Group of Companies established in 1999, is in business of Real Estate Development, Housing and Construction and Financing of Consumer Durables.

We are searching for a dynamic, enthusiastic, team and results oriented individual to lead our finance team. The selected candidate will be offered an attractive remuneration package and group benefits.

MINIMUM QUALIFICATIONS:

- Full/Part qualification in ICASL / CIMA.
- Minimum 8 years of experience at senior Level.
- Knowledge of Accounting packages.
- At least 35 years of age.

Please apply with your detailed CV, within 7 days of this advertisement by E-mail.

sahanain@sltnet.lk

The stress could be managed by anybody who

The term Stress can be translated as "Pressure" or "Tension." In our normal day to day lives we try to mean all kinds of "Tension" as "Stress." Hans Selye one of the prominent scholars introduced in 1950 the term "Stress" into Biology and medical science. He observed animals that were wounded or put under pressure and he then described stress as an instinctive reaction occurring in three stages that also take place in humans.

"Stress" Stages

Hans Selye distinguished first of all what he called the "Alarm Stage". In emergencies people show a physiological reaction that is called the "stress reaction" or the "fight or flight syndrome." It is described as a natural coordinated chemical arousal of the entire body in a situation where the person perceives imminent physical or physiological danger. In this first stage, various so called stress hormones such as adrenaline noradrenalin and cortisones are released and

absorbed into the blood stream. This stage of alertness is usually accompanied by a number of physiological or arousal phenomena, like shaper vision, keener hearing, deeper and faster breathing, increase pulse rate and raised blood pressure. Other possible physical reaction are a dry mouth, reduced digestive activity. Cool and clammy skin, a pale face, haisu on the skin standing on end, tightened mussels, fidgeting and sweating. In this first phase also called the " Shock stage", when the stress hormones start to work the center nervous system is on full alert as is the person generally. As Hans Selye called the " counter shock stage" the human being strives to adopt to the perceived threat. The physiological changes disappear. All bodily and mental energies are used in the search for a way to divert the threat or adjust to the new situation.

As the third stage Selye identi-



Rajan Saheed

fied a state of exhaustion which may arise when the threat remains and the energy needed for the adjustments is depleted. This entire process the general adaptation syndrome the way human beings and animals survive and cope with threats or changes in their lives.

"Stress" as a model

"Stress" model outline in a clear and understandable way the causes and processes involved in "Stress".

Sources of "Stress"

A certain stimulus or situation affects us. This is called the "Stressor" or "Source of stress". This may come from the environment (External forces) but can also involve personality traits (Internal forces). Today generally all of us are suffering from the stress from the time we get up, until we retire at the bed. We everyone is tied up with needs and

wants. Based on our needs and wants we demand to cater our demands. The collection of demands could be identified as "Market". So, that organizations geared to cater to this demands of markets. Therefore the process of demands and supplies would be the basic fundamental in this operation. There should be at least two bodies for an organization to cater to our requirement. That could be as you know production and marketing. Organization have to spend a cost for the production. It would be the production cost. Organization can never cater to the relevant customers at this production cost. So that they have to add the maintenance or survival cost. Because the organization have to survive in the market for the long term purpose of the customers. When the product / service catered to the customers they have to purchase it at the customer / market prices where that is included the production cost and the maintenance cost. This is the turning point where the source of stress open. The business concept would be violated by organizations at this juncture. The business concept is give the customer what the customer wants. The customer and the organization both parties should be satisfied in this process. This is give and take policy. In other way exchanges and transactions, or else it is a 50% to 50% share basis. All the time in this process practically the particular 50% of satisfaction of the customers might not be getting. No customer or people generally not satisfied after purchases of a product or service. Today in short the customer satisfaction is almost null and void today. The organizations cater to the customers today not focus on their needs and wants. In the

general scenario the organizations are not so customer focused.

Physical Reaction

The stressor or source of stress causes a physical stimulation or excitements behavior, called arousal. It is a hormonal bodily response that mobilizes the energy needed for achieving something pleasant, or for fighting or fleeing from danger.

Cognitive Interpretation

The physical arousal determines for us the meaning or interpretation of a situation, and that interpretation or evaluation may in turn strengthen or weaken the physical response.

Emotional Reaction

The interaction between the physical response and our evaluation of it results in an emotional reaction.

Behavioral Reaction

If we do not recognize this emotional reaction, this may then create sign of stress and results in inadequate or ineffective behavior. If we are aware of the emotional reaction, and recognize, This the behavioral response would be adequate or skillful.

Form of Stresses

There are so many kind of stresses as follows, Business stress, customers stress, parents stress, children stress, correction stress, examination stress, flying stress, holiday stress, information stress, office stress, bosses stress, family stress, husband & wife stress, puberty stress, financial stress, slimming stress, ageing stress, sexual stress, traffic stress, unemployment stress, Political stress and so on.

Stress Management

The stress could be managed by anybody who could lead an efficient religious life. Either it could be based on the five perceptions or Ten Commandments.



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இலங்கை பத்திரிகை ஸ்தாபனம்
Sri Lanka Press Institute

The Sri Lanka Press Institute (SLPI), managed by The Editors' Guild of Sri Lanka, the Newspaper Society of Sri Lanka, the Free Media Movement, and the Sri Lanka Working Journalists Association, to promote media professionalism, is seeking a dynamic individual for

The Post of Chief Executive Officer

The right individual will assume responsibility for the implementation of Board policies in the areas of good governance and advocacy, as well as develop concept/project papers for implementation. He/she must have excellent communication skills and be able to promote and build positive networks in the media field. The candidate must be able to lead and spearhead the various projects of the organization and must take overall responsibility for the control and expansion of the activities of the institution.

He/she must have the capacity to work with foreign agencies and governments to further the goals of the Sri Lanka Press Institute. The candidate must be passionate about his/her work, meet deadlines, and achieve tangible results of the expected standard.

This post requires a person with a degree or postgraduate degree in a media related field with a minimum of 5 years experience in a media institution.

The remuneration package will be in keeping with the candidate's experience and achievements.

Interested individuals may send their resume by **October 10th, 2010** addressed to:

Chairman
Sri Lanka Press Institute,
96, Kirula Road,
Colombo-5.



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Sri Lanka Press Institute

The Sri Lanka Press Institute (SLPI), managed by The Editors' Guild of Sri Lanka, the Newspaper Society of Sri Lanka, the Free Media Movement, and the Sri Lanka Working Journalists Association to promote media professionalism, is seeking an individual for

The Post of Assistant Manager (Finance and Administration)

The right individual will assume responsibility for the implementation of Board policies in the areas of good governance and advocacy, as well as develop concept/project papers for implementation. He/she must have excellent communication skills and be able to promote and build positive networks in the media field. The candidate must be able to lead and spearhead the various projects of the organization and must take overall responsibility for the control and expansion of the activities of the institution.

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VACANCY

TECHNICAL OFFICER

Experience in Interior \ Wood Work \ Draughtman Ship \ Civil \ Mechanical.

SHOW ROOM SALES EXECUTIVE

Experience in Home Decor \ Furniture

Salary Negotiable

Info@furniturefactory.lk

-Rajan Saheed
The Writer is a
Chartered Marketer
Senior
Management
Consultant & a lecturer
at Aquinas

QUICK BOOK ACCOUNTING VACANCIES

A WELL ESTABLISHED FIRM IN COLOMBO HAVE THE FOLLOWING VACANCIES:-

SENIOR ACCOUNTS EXECUTIVES

APPLICANTS SHOULD BE WELL COMPETENT WITH 3 YEARS EXPERIENCE IN QUICK BOOKS ACCOUNTANCY PACKAGE. ALSO SHOULD BE WELL COMPETENT TO HANDLE ALL ACCOUNTING FUNCTIONS, CAPABLE OF PREPARING FINAL ACCOUNTS OF THE COMPANY. ALL STATUTORY PAYMENTS, INCLUDING EPF/ETF, PAYE, VAT, ESC, WHT AND IMPORT DOCUMENTATION.

APPLICANTS SHOULD BE OVER 27 YEARS.

JUNIOR ACCOUNTS ASSISTANTS

APPLICANTS SHOULD BE WELL COMPETENT IN QUICK BOOKS ACCOUNTANCY PACKAGE, AND KNOWLEDGE OF ACCOUNTING. SHOULD BE IN THE AGE GROUP OF 21 YEARS TO 27 YEARS. PREVIOUS EXPERIENCE WOULD BE ADVANTAGEOUS.

CANDIDATES SHOULD BE SELF-MOTIVATED, HIGHLY CAPABLE AND BE ABLE TO WORK WITH MINIMUM SUPERVISION.

ATTRACTIVE SALARY AND EXCELLENT CAREER PROSPECTS.

APPLY WITH COMPLETE BIO-DATA AND A TELEPHONE CONTACT NUMBER, TOGETHER WITH TWO NON-RELATED REFEREES:

C/o STM 32257
P.O. Box 644
Colombo