

Is management for me?

Examine the pros and cons of taking a management path in your career.

Are you wondering whether you want to be a manager, deciding if a management path is right for your career? Maybe the company has suggested a supervisory position for you. Maybe someone in your life is pushing you to "make more out of your life." Or are you trying to decide whether to get you Masters degree in your technical specialty or go for an MBA instead.

Whatever the reason you are considering a management career, this article will help you decide whether or not management is for you.

The upside of being a manager

There are many positives to being a manager. Managers generally are paid more than others in the company. They appear to have more power. And the power and pay differences tend to give the position more status or prestige.

Pay Certainly the top manager in a company, the Chief Executive Officer (CEO) is paid more than anyone else in the company.

Managers below the CEO are generally paid more than everyone in their group as well, but not always. I managed a group of scientists in which the very top scientists were paid more than I. Smart companies pay their people based on their value to the company, not on their title or position, and in that company, key scientists were more valuable than their manager.

Power Most people, including most managers, believe that managers have more power than the people in their groups. While it's true that managers commonly have certain functional authority delegated to them, like setting work schedules for the group, true power cannot be delegated to you from above. You are only as powerful as you are capable of making your group more successful. And while your ability to lead the group greatly influences it, your power comes from the willingness of the people in your group to grant it to you.

Status/Prestige In our society, people value titles. A title of Senior Vice President, Worldwide Marketing sounds much more impressive than Research Chemist. However, the marketing person may work for a 3-person company and make \$30,000 per year while the chemist works for a major oil company, supervises 4 other chemists, and makes well over \$100,000 per year.

Sense of Personal Accomplishment If



your goal is to be CEO of General Motors, you probably should start now on a management career. If you want to be President of the United States, a management track isn't required. Several recent Presidents have managed nothing but their campaigns. If you want to brag to your mother-in-law about what a success you are, and power, prestige, and money are important to your definition of success, management may be their way to go. If you measure success by friendships and how soundly you sleep at night, a management career can give you that, but so can many others.

The Downside of Being a Manager

Nobody likes the boss and it's lonely at the top. You're the person who always has to make the decision, right or wrong, and somebody is always out for your job. On top of that there are legal liabilities that non-managers don't have as well as financial restrictions.

Lonely At The Top You are not as close to the employees in your group when you are the boss. You can't afford to be. A manager needs to be a little removed from the employees in order to objectively make the hard decisions.

Many first time supervisors, promoted from within the group to supervise it, are amazed at how quickly former friends become cold and distant. Even an experienced manager, brought in from outside, finds the employees more aloof than they

are with each other.

No Immediate Reinforcement A painter gets almost immediate feedback on whether or not he's doing a good job.

Is the paint the right color; is it going where it should. A programmer also finds out pretty quickly whether or not a new sub-routine runs. Management isn't that way. Goals are usually more long-term, quarterly or even annual. The real measure of a manager's success, an improvement in their people management skill is even more long term and more difficult to manage.

If you want immediate feedback on how well you're doing, try widget manufacturing. If you can wait months or longer for feedback, management may be for you.

Buck Stops Here You may, and in most cases should, have your employees make many of their own decisions. However, ultimately the responsibility for the final decision rests with the manager. When it appeared that insulation might have damaged the space shuttle wing, it was a manager who had to make the decision. It's the manager's job to make the decision, right or wrong.

Somebody Always Wants Your Job There is always someone after your job. Sometimes several people are. As a first line supervisor, you may have several people in your group who think they could do your job better and are actively working to get that chance. As CEO of a company, you have several people within your own organization who want your job and more people on the outside who are after it as well. They may not agree with the decisions you made (see above) or felt they could have made better decisions. You may have actually made a wrong decision and they will use that as leverage to try and push you aside.

The higher you go in any organization, the fewer positions there are at that level and the more competition there is for them.

Legal Liabilities Managers have legal liabilities that most workers don't. Managers

frequently have to sign documents, they have to ensure the workplace is free from harassment, they have to keep their people safe.

VACANCY

ACCOUNTS CLERK

Male or Female Accounts Clerk with AAT or appropriate qualifications with computer knowledge. Fluency in English with one year's experience is required by a reputed company. Apply with full bio-data & contact Telephone No. within 7 days. Salary negotiable.

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WE WANT A LEADER ARE YOU THE ONE?

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LAUGFS SunUp Supermarkets (Pvt) Limited; one of the key flagship subsidiaries of highly diversified and truly Sri Lankan LAUGFS Holdings Limited has a proud reputation for the most diverse and the largest product range in terms of Stock Keeping Units, housing up to 25,000 per store. Continuing its record of exceptional entrepreneurship we are now looking for a dynamic individual to lead the organization as its COO.

CHIEF OPERATING OFFICER (COO)

Job Profile

He/She will be overlooking the functions of Supply Chain Management, overall Outlet Management, Information Systems Management, Business Development, Human Resources Development and will be directly reporting to the Director/CEO of Laugfs Sunup Supermarket (Pvt) Limited.

Requirements

The ideal candidate should possess well over 10 years of experience in retail and modern trade management with a proven track record. A degree in the related area would be an added advantage. He/She should be ideally at an age between 30-40 years.

The chosen candidate will enjoy an attractive remuneration package, which includes a company maintained vehicle with fuel and other perks.

Please apply within seven days (07) with details of two non-related referees.

Group General Manager – Human Resources Development

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TEAM LEAD

Responsible for leading a small development team while carrying out core software engineering tasks in a project team setting. The candidate will work closely with the project management to ensure a successful delivery of the project.

- * B.Sc. in Computer Science or a related degree.
- * 6+ years experience in Java EE (2+ years experience in the capacity of team lead role).
- * Proven skills in Core Java, EJB, JMS, Hibernate, SQL, Struts, JSP, Servlets, AJAX, XML and JBoss.
- * Should be able to train and mentor junior developers.
- * Should have very good experience in designing and developing enterprise software systems.
- * Sun Certifications and knowledge in Oracle, jQuery or ExtJS will be an added advantage.

SOFTWARE ENGINEERS / SENIOR SOFTWARE ENGINEERS (J2EE)

- * B.Sc. in Computer Science or a related degree.
- * SE 2+ years experience in Java EE.

- * SSE 4+ years experience in Java EE.
- * Best practices in OOP.
- * Experience in EJB, Struts, Hibernate and Oracle is required.

DATABASE ENGINEERS

Responsible for the logical design of relational databases and the development for various applications.

- * B.Sc. in Computer Science or a related degree.
- * 2+ years of experience in designing and building Oracle databases and applications.
- * Knowledge of SQL (SQL Server/Oracle) and SQL optimization.
- * Knowledge of procedures, functions, package types and exception handling.
- * Knowledge of OLTP and OLAP will be an added advantage.
- * Work experience in application development projects on J2EE will be an added advantage.

Candidate should be willing to travel overseas on both short and long-term basis and should be able to work long hours when demand exists. Please forward your complete resumé with two non-related referees within 14 days of this advertisement to careers@ebuilder.com

SOFTWARE ENGINEERS (APPLICATION INTEGRATION)

- * B.Sc. in Computer Science or a related degree.
- * Knowledge of HTTP(S), FTP, OFTP, SOAP, SMTP, POP, SFTP etc.
- * Knowledge of XML, XSD, DTD, CSV, EDIFACT.
- * Experience in Unix/Linux environments.

- * Excellent English communication skills, high level of analytical & problem solving skills are essential.
- * Required to work during Sri Lankan holidays & on roster basis; morning, evening & overnight shifts.
- * Ability to work independently and proactively with minimum supervision.

APPLICATION SUPPORT ENGINEERS

Responsible for providing technical and business level support to eBuilder customers.

- * B.Sc. in Computer Science or a related degree.
- * Hands-on experience in Application Support & familiarity in working with Linux environment would be advantageous.
- * Very good SQL & Oracle hands-on experience. Knowledge in DBA will be highly advantageous.

LOAD/PERFORMANCE TEST SPECIALISTS

- * B.Sc. in Computer Science or a related degree.
- * 5+ years experience in a similar role.
- * Experience of planning and executing performance/load test.
- * Experience with JMeter and other load test tools.
- * Experience of analyzing and presenting the load test results (with graphs and plots).
- * Experience of maintaining the load test environment.
- * Experience of load testing Java/Jboss based systems.
- * Knowledge and experience of Oracle, SQL.

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