

The one that satisfies

'Human Resources' - the magic words are murmured by everyone in one context or the other. All businesses around the world are continuously looking for better ways to recruit smart brains. Much has been said and written about the factors behind the HR factors. Many companies are considering some innovative ways to impart skills, train, re-train and motivate employees as they are the key issues. Why then in a country like India, recruitment melas are looked at as prestigious events while turnovers are more for every quarter in companies engaged in IT /ITES,

Construction, Engineering, Manufacturing and the like. 'The right man for the right job' may be the HR mantra. On the lines of this saying, candidates are interviewed; the good or better among the brain pool is offered the letter. All is good for the first few months and slowly from somewhere a pungent smell of dissatisfaction spreads across the corporate floor. Where do the innings start?

The functioning style of management, the way projects are planned, in the impressive art of delegation of work, the manner in which constructive utility of

manpower is exercised and the sense of job satisfaction blended with job security are the dependable factors for a lasting cordial relationship with the employer. The distaste initially starts with absenteeism, staying away from work without permission and the final renunciation of the bondage with one's company result in an unhappy note. The recruitment team that relaxed for a while suddenly gets into feverish action and the team members stop not till the goal is achieved.

On an average, an employee with rich experience in India or abroad also shows low enthusiasm and the heat is on the down beat. As India

is emerging successful in the global arena, it has been an improvement on the economical status of an individual - billing wise or growth wise. Many strategies were evolved over a period of 8 - 10 years but it has been not easy to analyze the psychological changes and attitude of an employee on the long run. We could call this run to span a few months as is the trend. A serious look has to be given to leverage the human capital and support them more effectively. Bucket with a hole or filling the overhead tank with taps open is not a healthy trend. This effect will drastically lead to saturation level of enthusiasm in Recruiters as well. How good is our Indian HR system? It is high time that the delivery model needs a



revamp.

Ninety percent of the HR activities end up in the routine chores of paper, interviews, reference checks, hiring, payroll and firing letters. As this swallows the maximum time, HR professionals have little or no time to concentrate on other strategies or find time to keep abreast of the latest trends in HR. Hence soon they get stamped

as 'obsolete'. 'On-line integrated management' is a better remedy as it involves transparency, cost effective and paperless atmosphere. If this system which is in operation in some corporates is put to use in all the organizations in India, a quicker coordination would be achieved between employees, heads, departments and organizations.

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CAREER OPPORTUNITIES

MTV Channel (Private) Limited an operating company of The Capital Maharaja Organization Limited, is the premier private television network in the country. To further strengthen our engineering team we have immediate opportunities for

A) ASSISTANT ENGINEER OPERATIONS

Performs under the direct supervision of Director Engineering,

JOB DESCRIPTION

1. Take Corrective and preventive action to ensure smooth implementation of all broadcast related operations.
2. Responsible for equipment operation and uninterrupted broadcast as per technical standards of broadcasting
3. Responsible for technical facilities, and operations.
4. To Check and confirm the alignment of audio and video quality of studio up to transmission end and ensure all standards are met.
5. To identify failures of all broadcast equipment, attend to repairs and maintain adequate stocks on spares.
6. To carry out corrective and preventive measures for all the broadcast related equipment and maintain records.

MINIMUM QUALIFICATIONS & EXPERIENCE

- City & Guilds of London Institute Telecommunications Technicians Course with two years experience in operations and maintenance of broadcast equipment
- NDT in Electronics & Telecommunications Certificate with two years experience in operations and maintenance of broadcast equipment OR
- Professional Diploma in Electronics/Telecommunications with five years experience in operations and maintenance of broadcast equipment.

B) TECHNICAL ASSISTANT - STORES

Under the direct supervision of Director Engineering, responsible for maintenance of the Department's broadcast equipment storeroom, which includes but is not limited to stocking of operational/ spare part materials and supplies, inventory control and records, purchasing and related duties as required.

JOB DESCRIPTION:

1. To maintain the necessary records for utilization of any consumable items (spare parts, accessories and tools) and maintain adequate stocks.
2. To handle the inventory items within the stipulated organizational procedure.
3. To store documents and confidential files; maintain record of approved document and confidential files.
4. To run the day-to-day store operations and ensure timely measures are taken in all aspects of storekeeping

QUALIFICATIONS:

- GCE (O/L) with Certificate/Diploma in Electronics/Telecommunication.
- Certificate/Diploma course in Inventory & Stock Management or three years experience in a similar capacity.
- Good command of the English Language.
- Proficiency with computers.

C) TECHNICAL ASSISTANT OPERATIONS

Under the direct supervision of Engineer Maintenance, provide the technical services for the studio operations, OB operations, maintenance and for all engineering related activities to assure smooth operation.

JOB DESCRIPTION:

1. To maintain and handle inventory items, issue registers and routine maintenance schedules.
2. To provide necessary technical support for studio and OB operations.
3. To maintain the technical facilities such as Editsuites, Studios in proper working order.
4. To provide technical support in transmission, automation system, studios, OB units and server and ensure uninterrupted broadcast.
5. Offer routine service on all types of Video Tape Recorders (VTRs).

QUALIFICATIONS:

- GCE (O/L) and Technical course in Electronics/Communications with three years experience in the same field.

D) TECHNICIAN ASSISTANT (ELECTRICAL & AC)

Under the supervision of Director Engineering, maintain electrical, mechanical, air conditioning and fire & lighting protection system facilities.

JOB DESCRIPTION:

1. Responsible for uninterrupted power supply to all areas at the broadcast station
2. Responsible for all electrical AC and mechanical work at the broadcast station.
3. To carry out testing and services of generators, Air conditioners, UPS and other electrical accessories
4. Required to attend to any breakdown and carry out electrical and mechanical related equipment maintenance.
5. Installation of UPS A/Cs and other electrical protecting devices.

QUALIFICATIONS:

- G.C.E. (O/L) and Technical Course in Electrical/Mechanical with four years experience in the same field.

Please forward your curriculum-vitae including contact telephone number together with names and addresses of two non-related referees within 7 days indicating the post applied for on the top left hand corner of the envelope to;

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The Capital Maharaja Organisation Limited
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 E-mail: career.hrd@maharaja.lk
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The Courage to be Different



Leading by example

As an executive, it's your responsibility to get the most out of your employees. Your leadership style will have a significant impact on their motivation to produce. Leading by example is one way to accomplish this, and it means more than simply walking the talk. It also includes such ideas as integrity, taking action, and following through. If, for example, you introduce a new set of workplace rules, not only do you need to follow them yourself, but also ensure that they are enforced. If not, you send a very clear message that you're not worth listening to.

Of course, you don't need to create a set of rigid rules to be an effective leader. In fact, the fewer you have, the more weight they will carry, and the more likely your employees will remember them. However, any type of rule, whether explicit or implied, can demonstrate your executive leadership style. Even a minor infraction on your part can lead your employees to seeking guidance elsewhere. In other words, as a leader, you need to be the best you can be at all times. When you do make a mistake, admit it rather than make excuses, and you will gain the trust and respect of your team.

Leadership involves much more than laying down the law and expecting people to follow. While this approach may have worked in the past, it is not the way of today's workforce, and should you choose this route, you will likely lose good people. How then, do you lead effectively and by example?

Take the time to listen to your employees and get to know them. If you want your employees to trust and respect you, then extend these courtesies to your staff. The added benefit is that, in an executive position, you simply cannot know everything that is going on throughout the company. Your employees, on the other hand, may have their fingers on the pulse of the business--or certain aspects of the business--that you should know about. Your staff will also (ideally) include a wide range of talents. This knowledge and talent combines to provide you with an effective business strategy if you let it. Listen to your employees, use their strengths, and observe the benefits.

Moreover, do ensure that you walk your talk. It sounds obvious, but too often executives forget to follow-through on this. It's

easy to become caught up in deadlines and other urgent business, and it can be tempting to bend the rules for convenience; however, each time you do this, you give your staff another reason not to trust you as a leader, and this can quickly lead to company-wide division.

The benefits you will reap by acting in a manner you expect of your employees are well worth it. If you lead from on high, shut away in an office, or cut-off through your actions and attitude, you risk being viewed as someone cold and distant. This puts you, as an executive, at a distinct disadvantage, as potential problems will not reach your ears. However, if you lead with an attitude and actions that you expect of your team, you foster a company culture of working together and reaching a common goal. If the executive can say hello to everyone, for example, so too can the rest of the staff.

Bear in mind that actions speak louder than words. You can develop a fabulous mission statement, but it means nothing if there are no actions to make it happen. Too often, executives or others in leadership fall into the trap of talking about great ideas, but without the follow-up, they're just empty words.

Effective leadership means learning how to prioritize and using people to set the right course of action. Throughout your executive career, you've likely developed the ability to prioritize quite well; however, if you have not yet learned to delegate effectively, now is the time. As mentioned earlier, if you have a talented staff to choose from, you can easily choose the best people for the job and implement a variety of plans. Moving beyond the talk and into the action in this manner speaks louder than words ever could-it shows, in clear terms, the trust you place in your team.

Finally, approach your leadership style with a bit of common sense. Be courteous to everyone you encounter and in all situations, including those where you find yourself having to reprimand or discipline employees. It's only natural that your staff will want to work hard for you if they respect you, but you have to give them good reason. One way this can be accomplished is leading by example.

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