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IT HIRING PLANS LIKELY TO EDGE UP "HIRE THE HIRERS" "RECRUIT THE RECRUITERS" DO NOT UNDER ESTIMATE POWER OF "FREELANCE RECRUITERS"



By : M.S.Yatnatti Editor and Video Journalist Bengaluru : According to the IT employment outlook survey conducted by Experis IT ManpowerGroup India. Hiring plans of the Indian IT companies will edge up during the April-September period as labour market outlook is optimistic, reportedly says a survey. Indian IT employers will continue to be net hirers in the next two quarters, The survey of Indian IT employers across India indicates that IT hiring intentions will edge up for the period April-September 2018, it said. Labour market outlook is quite optimistic and therefore, IT professionals can expect reasonable opportunities, the survey said. "Our research findings clearly indicate the intention towards recruiting millennials for the new age technology disruption that the world is seeing today. With the rapid pace of technology adoption, organizations need pre trained agile workforce that is productive from day one. "There remains a significant skill gap between the desired and the actual hands on IT professionals, lack of available skillsets being the major roadblock," reportedly said Manmeet Singh, President, Experis, ManpowerGroup India. Indian IT employers express an upturn in their hiring intentions as they turn the corner post last year's relaxed phase. The survey has reported a positive net employment outlook of over 52% for the period April September 2018. Major hiring is expected to happen for the junior and mid-level while contemplating minimal jobs in the senior slab, the survey said. "With bullish hiring sentiments for the upcoming two quarters, the Indian IT companies are changing their core strategy with the vision to get new blood and fresh ideas in the technology ecosystem," it added. Majority of the employers said they want trained freshers in the system, most companies will secure at least 5% of their jobs for trained IT grads. While most of the companies are now looking for that fresh talent in the market that is up-skilled already with the latest technologies and is ready to hit the ground, a lot of companies still want candidates with 1-2 years of experience, the Experis survey said. With more than 100 employers reported highest hiring intention for the upcoming 6 months with a net employment outlook of over 27%. The IT companies contribute substantially to employment in India as the industry has an ever growing set of start-ups (5,000-5,200) and many of these are working on very niche technologies AI, blockchain, robotics, among others. Do not under estimate power of common man and freelance recruiters . IT companies need to recruit the recruiters and partner with Freelance Recruiters / small and effective search firms / recruiting or staffing agencies / recruiting vendors if they want to be super successful. Freelance Recruiters will have Good understanding of recruitment business and Good communication skills and Ability to work on complex requirements and they must have subscription to candidate database like naukri.com, moster.com or timesjob.com. Freelance recruiters work on recruitment mandates and earn revenue by placing candidates in companies across industries and profiles. The freelance recruiters will work from home on requirements posted by clients (recruitment firms and other organizations). Do you have the passion to excel, urge to be creative, a never-ending thirst for knowledge and the desire to grow? Then, Indian ICT companies are the right place for you because they focus on building a culture of innovation and breakthrough thinking, which results in value creation. The work environment and corporate culture ensures your personal and professional development along with the overall growth of their organizations.

IT companies need to recruit the recruiters and partner with Freelance Recruiters / small and effective search firms / recruiting or staffing agencies / recruiting vendors if they want to be super successful. A study by IT expert in recruitment process outsourcing shows that the recruitment industry is going through a crunch of 200 professionals every day. IT companies need to build the militia for the warfare. Simultaneously, build the army," is the advice of , Lead, HR and Recruiting, experts in India, for young HR managers. The `War for Talent is a reality, and it need to handle the problem of the growing lacuna in HR talent, particularly recruiters, in the country. It's clear India does not have enough HR horsepower to handle the needs of the IT/ITES (IT-enabled services) industry. These sectors in the country, expected to employ about two million people by 2016, i.e, double the number of people they employ today, will predictably suffer from a severe shortage of competent HR talent soon. According to industry estimates, in the people's business, for every 50-75 person recruited, one HR job gets created. This roughly translates into a demand for 40,000 people skilled in the HR area for the tech sector alone in the next three years. This excludes the needs of other booming sectors such as retail, telecom, textiles and the recruitment industry itself, which needs as many people. A study by IT recruitment process outsourcing firm, shows that the recruitment industry is going through a crunch of 200 professionals every day. Large organisations are often recruiting in excess of 1,000 people per year and one recruiter can effectively handle 5-20 placements a month. Generally recruiting teams are often as large as 15-20 people, with some organizations having recruiting teams with over 150 people. If you don't have people, you lose billing hours which translates into loss of revenue." Therefore the war for talent is now beginning at source: i.e., hirers are being hired first, both at recruitment divisions of companies and at recruitment firms. The country produces one million graduates every year. With a little bit of training, this pool can be filled easily. Readers can look into List of websites of IT Companies in India at <http://memberdirectory.nasscom.in/MemberCompanyFreeSearch>. Contract Staffing is dependent completely on the Staffing Partners empanelled. According to industry estimates, the current RPO market is around Rs. 10,000 crore in India with HR companies offering RPO as one of their services.

Be alert as a job scam occurs when someone offers you a fictitious job opportunity, typically through a false website or unsolicited e-mail. The victim is often asked to provide personal information and/or payments to the solicitor. If you get a job offer that seems like it's too good to be true, be sure to do your homework – it probably is. Scammers are beginning to use well-known brands to entice job seekers to apply to their fictitious positions. It has been observed and reported and alleged that that certain agencies/individuals have been making job offers on behalf of Accenture and other IT companies, in exchange for money. Important notice about careers at Accenture is published at Accenture website at www.accenture.com/in-en/careers/important-notice. Accenture has not authorized any agency, company or individual to either collect money or arrive on any monetary arrangement in exchange for a job at Accenture. Accenture's criterion for hiring candidates is merit. Any agency, company or individual offering employment with Accenture in exchange for money is misrepresenting their relationship with Accenture, which has not authorized any such action. Accenture reserves the right to initiate police complaints against any individual or entity that is found to be engaging in such an act. Accenture is not obliged or bound to honor any job assurances made through such means, particularly in exchange for money. Accenture has appointed professional recruitment agencies to extend / offer employment to Accenture, subject to those candidates possessing the relevant skills. If you are approached by any entity or individuals who demand money or any other form of compensation in return for a job offer at Accenture – even if they present themselves as representatives or employees of Accenture – please send us the details at india.fc.check@accenture.com. Accenture now sends out digitally signed offer letters to candidates who are shortlisted to join us. These offer letters contain a unique reference number on the bottom of the first page in the document. A candidate can check the authenticity of the offer letter by visiting the site <https://india.jobs.accenture.com/CheckOfferLetter.aspx> and providing the required information. For any clarifications, do reach us on recruitment.support@accenture.com.

Accenture.com, says that they are one of the world's leading organizations providing management consulting, technology, and outsourcing services. Started in the 1950s when General Electric installed their first company computer system, Accenture has since grown both in the size of its company and employees as well as the scope and variety of the services they offer. Currently Accenture employs more than 260,000 people in offices located in more than 200 different cities in 54 countries around the world. People who are interested in career opportunities with this company can check out Accenture.com for open positions and potential employment circumstances. When companies and corporations started heavily relying on computer systems, Accenture was primarily a technology consultant and systems integrator. But as computers became more sophisticated, so did the services offered by Accenture. One of the ways Accenture branched out was to work hard to create specific technological and processing solutions for government computer systems, in addition to business systems, though their business solutions still make up the core of their business. In the 1980s they started offering business solutions with the purpose of aligning a company's technology, processes, and people with the strategies of the businesses themselves. Accenture's main goal today is to give companies whatever technological and strategic solutions they need to collaborate with their clients in order to help them become high performance businesses. Business owners who are interested in the business solutions that Accenture may be able to offer them can look at their website for more detailed explanations of what their company can offer you in terms of consulting, technology, and outsourcing. Their website has conducted research on how improving these areas of your business can help you become more successful and more profitable. If you think their solutions can work for you, you should contact the company directly to see how these solutions can be personalized to your needs. Legit hiring managers will have their company's name as the ending of their email address (think: name@mashable.com) When a potential boss reaches out with an AOL, Gmail, Hotmail or any other non-company email address, though, red flags should be waving madly at you. Hiring managers and recruiters will send their correspondence from their business email address, not their personal one. It's easy to set up "clone" sites that mimic legitimate head-hunters and recruitment agencies. As many are based offshore, where legal niceties may be ignored, the real companies have great difficulties in closing them. Fraudulent offers are a matter of serious concern across the IT industry today. Watch this video to find out more about the problem and what you can do to avoid falling prey to recruitment scams. Share this information with your colleagues, friends, and family and help spread the word More on HCL's Work Culture <http://www.hcltech.com/everything-hcl>. The interview process at HCL is reproduced . IBM is looking for people to work alongside the best and brightest minds in the world to build a smarter planet, and have time to live in it, too. Few places offer as many opportunities as IBM to gain knowledge in your field of expertise, work in a stimulating environment, and be rewarded for outstanding performance. From research to consulting, services, solutions and products - the breadth and global spread of IBM business offers career opportunities that straddle all facets of a global business. Neither IBM India Pvt. Ltd. nor any of its subsidiaries (collectively 'IBM'), nor any authorized third party who assists with our recruitment process, ever ask candidates for 'recruitment', 'processing' or any other kind of fees in exchange for offer letters from IBM. Offer letters and other recruiting correspondence from IBM are sent from an official e-mail id and/or are printed on IBM letterhead with authentic signatures of appropriate IBM authorities. TCS has been ranked in this year's Forbes list of World's Most Innovative Companies. Securing the 64th rank, India's largest IT Company appears on this list for the eighth time. It is one among the three Indian companies that has figured in this list, topped by Tesla Motors, leading maker of fully electric vehicles. The rankings are based on, what the US business magazine calls an innovation premium (IP), the difference between a firm's enterprise value and a net present value of cash flows from its existing businesses. India's largest IT Company TCS, with a market cap of \$80.3 billion, appears on the list for the eighth time. TCS has taken a major step toward bolstering its digital services when last month it announced a training programme in digital technologies for a third of its workforce. In the past year TCS crossed the milestone of employing 100,000 women, so one out of three employees is now a woman. According to Forbes only those industries are included that are known to invest in innovation. Tata Consultancy Services is an IT services, consulting and business solutions organization that delivers real results to global business, ensuring a level of certainty no other firm can match. TCS offers a consulting-led, integrated portfolio of IT, BPS, infrastructure, engineering and assurance services. This is delivered through its unique Global Network Delivery Model™, recognized as the benchmark of excellence in software development. A part of the Tata group, India's largest industrial conglomerate, TCS has over 344,000 of the world's best-trained consultants in 46 countries. The company generated consolidated revenues of US \$15.5 billion for year ended March 31, 2015 and is listed on the National Stock Exchange and Bombay Stock Exchange in India. For more information, visit TCS at www.tcs.com.

Don't buy things you simply can't afford .If you live above your means, you won't get rich. Even if you start earning more or get a hefty raise, don't use that as a justification to give yourself a lifestyle raise. Work smart and get success, According to financial adviser Ric Edelman, in order to ensure future wealth, you must equally work hard and smart. One way, he suggests, to do that is to invest your money in the stock market or a retirement fund. "You can do this without taking a huge amount of risk, without a lot of effort, and without spending a lot of time, Put emphasis on earning. Another way to work smart? Increase your earnings, not just your savings. "The masses are so focused on clipping coupons and living frugally, they miss major opportunities," reportedly said Siebold .There's no need to abandon practical saving strategies. However, if you want to start thinking like the rich, stop worrying about running out of money and focus on how to make more. A common thread among millionaires is that they develop multiple streams of income and adopt smart savings habits. don't be content with a steady paycheck ,Average people choose to get paid based on time -on a steady salary or hourly rate -while rich people choose to get paid based on results and are self-employed. "It's not that there aren't world-class performers who punch a time clock for a paycheck. But for most, this is the slowest path to prosperity, promoted as the safest," said Siebold. "The great ones know self employment is the fastest road to wealth. "While the world-class continue starting businesses and building fortunes, "The masses almost guarantee themselves a life of financial mediocrity by staying in a job



with a modest salary and yearly pay raises," he added. Note that "everyone has the same opportunity to acquire wealth," says self-made millionaire Steve Siebold. But not everyone seizes the opportunity. Be out of comfort zone if you want to build wealth, be successful, or get ahead in life, you're going to have to get used to uncertainty or discomfort. Overcoming fear and taking calculated risks are the key elements to achieving success. "World class thinkers learn early on that becoming a millionaire isn't easy and the need for comfort can be devastating. They learn to be comfortable while operating in a state of ongoing uncertainty," said Siebold. Pursue your own dream. If you want to be successful, you have to love what you do - that means pursuing your passion. Too many people make the mistake of chasing someone else's dream - such as their parents' - explains Thomas C Corley, who spent five years researching self-made millionaires. "When you pursue someone else's dreams or goals, you may eventually become unhappy with your chosen profession," he said. "Your performance and compensation will reflect it." One of the most effective ways to earn more money over time is to invest it, and the earlier you start, the better. You don't have to be an expert about personal finance or use fancy economic jargon to start investing. You don't have to come from an affluent family, and you don't even have to earn a massive paycheck. Start by investing in your retirement savings or a low-cost target date fund and you'll see huge returns in the long run.

Today everybody is trying to turn into an entrepreneur. The ERP next is business management system for entrepreneurs. ERPNext is a comprehensive and affordable ERP solution containing modules that allow small and medium businesses to manage planning, budgeting, inventory and supply chain management, accounting and human resources. ERPNext is open source software written in Python, JavaScript and MySQL. Some of ERPNEXT's key features include: Completely web-based Managing sales and sales teams Purchasing, inventory Invoicing, payments Tasks, payroll with email, SMS. Ease of use: ERPNext is an interesting ERP web app because it takes the complexity out of ERP and is much more affordable than most of its competitors. The problem facing many companies nowadays is that a proper ERP system is very expensive and difficult to implement. This is where ERPNext is very different from most ERPs. Unlike many ERP systems, ERPNext is open-source and is designed for small to medium-sized businesses. It is based on a framework, which was built primarily for the system itself but also features plenty of customization options. Customer Service: In addition to phone and email support, ERPNext offers a collection of tutorials in their Knowledge Base as well as helpful instruction with Guides featuring several helpful articles to get you started and keep your system running smooth. Add-Ons and Integration: ERPNext can be easily integrated with several other tools like Magento Shopping Cart, Quickbooks and Tally, also with marketplaces including Amazon and Ebay. The company claims that even more extensions and applications are on the way to further build on. In Conclusion: ERPNext is a no-frills powerful system that proves that enterprise-resource planning (ERP) systems don't have to be really complicated and expensive to do what you need them to do. ERPNext gives you the tools you need when you need them at a cost most businesses can afford. The Sales Pitch: Built for small and medium sized businesses across the world. Manufacturing Ideal for discrete manufacturing (Make to Order, Engineer to Order). Manage material planning, shipping, sales and accounting, customer support and more. Retail Multi-store retail business can track inventory, sales, billing, warranties, returns and much more across all their stores. Distribution Keep track of inventory, sales, serial numbers, batches across locations and warehouses. Manage billing, expenses and purchasing. Services Consultancies and service providers (software companies) can manage billing, accounting, projects, support online. Features: Selling: Lead, Opportunity, Quotation, Rates Taxes Terms and Conditions, Sales Order, Discounts Buying: Purchase Request, Supplier Quotation, Purchase Order. Managing Inventory: Purchase Receipt, Rejections, Quality Inspections, UOM Conversions, Currency Conversions, Delivery Note, Stock Entry, Sub-Contracting, Serial Numbers. Reportedly success is a subjective notion, if there ever was one. Increase your confidence by taking action. Broaden your definition of authenticity. Improve your social skills. Train yourself to delay gratification. Demonstrate passion and perseverance for long-term goals. Embrace a "growth mindset." Invest in your relationships. These are the scientific seven ways to achieve better success in your life and venture and entrepreneurship. Check out the findings from several studies, which shine a light on what it takes to achieve more in life as cited.

Be your own boss. Create a startup and be your own boss. Let it be small or big be your own boss. A small seed can become big tree. You have to have passion commitment and good idea good networking skills. A startup need to have a well documented business plan investment strategy and including exit options to angel investors in the start itself as later problem should not crop up with founders. You should have good product and it should be in need and it should have better feature than other products. What is not working discontinue it. Scale it as demand grows. Do not ignore Marketing. Growth capital is very important but do not over raise the finance and hire good talent as when it is required. Do not over pay as it will be very difficult to manage the start up. Time is everything. Be different find right investors and venture capitalists and not vulture capitalists. Raise money intelligently find the right people be sure and flexible. Do not ignore open source technology. Well documented code of conduct is very important for every employee and directors of the startup. Well defined Information technology is one of the biggest mass employers. Be different startup. Find unsolved problems of customers and solve it, everybody has problems. Many have many problems. Few problems are universal. Few problems are local few are national and few are international. Find unsolved problems. Companies succeed because they solve and understand the unsolved problem and come up with solutions that are very different from what others do. Put yourself in the customer's position; perhaps you would have experienced a pain point yourself. You may not fully understand the difficulty unless you experience it yourself. Develop deep customer insights. Secret of your success is in Passion, determination, vision, agility, team play, fund-raising skills. What exactly defines the DNA of a booming startup? What do some of the biggest names in the investment community look for in startups and entrepreneurs Clarity of vision Domain expertise? What key factors do successful entrepreneurs attribute to their triumph? Need to be understood diligent

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