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## STAYING AHEAD OF THE CURVE WITH ONLINE EDUCATION & THOUSANDS OF "IT CERTIFICATION" AVAILABLE WHICH DELIVER HIGHER PAY



By : M.S.Yatnatti Editor and Video Journalist Bengaluru : Gone are the days when one could be satisfied and secure about having job as just being employed is not enough in today's fierce competition. There is constant need to enhance the skills and update them. One needs competencies not only to be successful but for fast growth increased opportunities and personality development. Keeping all these aspects in mind, good start is made by private institutions who provide online education and offering thousands of options as specialization in IT Field and industry is fully supporting such certifications and that helps a person specialize in IOT Cloud Computing Big DATA Analytics ERP etc. Reportedly The world of Information Technology (IT) has always been rewarding for employees. If you have the right skill set you can fetch a good price for your services. Whether you are a fresher or an experienced IT professional looking for promotion, one way to beat the competition is to obtain the desired IT certifications in your core area. Refine your skill sets, show your organization that you are really serious about taking a bigger role, and gain extra confidence along the way. For freshers, this is a great way to push their resume forward and get a good entry point, while for experienced professionals it's a great way to increase their pay scale and, in some cases, even change their designation.

**Microsoft Certified Solutions Expert – Server Infrastructure (MCSE):** Think you can run a data centre, then this certification is for you. This certification covers everything from systems management, identity management, storage & networking to virtualisation. If you are looking to work as a security analyst or support specialist, then this certification is a must have in your CV. If you want to prove to employers that you can implement an advanced server infrastructure, then MCSE is a must. Two exams are required to pass the MCSE: Designing and Implementing a Server Infrastructure: Exam 70-413 (Duration 2 hours, 40-60 drag & drop, case studies, linear and adaptive, build list and reorder questions) • Implementing an Advanced Server Infrastructure: Exam 70-414 (Duration 2 hours, 40-60 drag & drop, case studies, linear and adaptive, build list and reorder questions) Candidates must have previously passed the following exams: 70-410 (Installing and configuring Windows Server 2012), 70-411 (Administering Windows Server 2012), and 70-412 (Configuring Advanced Windows Server 2012 Services).

**Red Hat Certified Engineer (RHCE):** Red Hat's open source products are a big hit among internet service providers, cloud computing companies and telecommunication companies. RHCE is a great certification for those working with Linux, and in an environment that involves using complex network components. RHCE covers everything from systems configuration and management to network and database services. If you want to prove your ability to handle RHEL systems, then this is a must do. It's a great certification for network administrators looking to move up in the corporate hierarchy. The required exam is EX-300 Red Hat Certified Engineer. It's a two hour lab exam on a live system. Rather than answering questions you have to perform tasks. Candidates must hold an RHCSA (Red Hat Certified System Administrator) certification prior to testing.

**CompTIA Network+:** Network+ is considered one of the best entry-level certifications. It's a vendor neutral certification that covers networking fundamentals like subnetting, troubleshooting, purpose of networking devices, configuring networking services and much more. Network+ is particularly useful for freshers trying to break into the market, and is considered a great asset for your resume. Candidates are required to pass the N10-005 exam. The exam has a duration of 90 minutes and consists of 100 multiple choice questions. There are no prerequisites.

The world of certifications can be tough to navigate, especially with more than 1,700 IT related certifications on the market today. It's good to ask yourself these four questions before you finalize on any certification. • What is your primary career goal? Does this certification help your goal? • Which field of IT are you most interested in? Does it cover your field? • Does it help you get a better designation and pay scale? • Does it teach you something new? If the answer to all of the above is a big yes, then go for the respective certification and don't think twice!

IT companies need to recruit the recruiters and partner with 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 organisations 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](http://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](mailto: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](mailto:recruitment.support@accenture.com).

According to press reports , Accenture plans to hire about 100,000 people in FY16 and spend as much as \$1 billion on acquisitions, as it invests in new technologies at a scale that far outstrips its Indian rivals. At its investor conference in New York on Wednesday, Accenture outlined its strategy for its financial year ending August 2016. "Last year we hired roughly 100,000 people. Though the number isn't set for this year, we expect to hire roughly in the same range," David Rowland, chief financial officer at Accenture, told investors and analysts. At that pace, Accenture will remain the second-biggest employer in the IT industry. Tata Consultancy Services had overtaken the company in headcount in 2013, a title Accenture has since taken back.

Reportedly TCS' hiring, the most aggressive among Indian IT firms, will be around 65,000 in FY16, falling far short of Accenture's recruitment. TCS' financial year ends in March. Accenture is also beating its Indian IT rivals in the amount of money it is deploying for acquisitions. Rowland said the company, which spent about \$850 million on acquisitions in FY15, had estimated it would spend between \$900 million and \$1 billion on acquisitions in FY16. Accenture also said it would focus its business on three 'new' technologies — digital, cloud and cyber security, which together contribute \$10 billion to its top line or a third of its overall revenue. Accenture plans to hire nearly 100,000 in FY16, spend \$1 billion on acquisitions

Reportedly the investments and hires are creating a dramatic gap between Accenture and its Indian IT competitors, one that they will struggle to close unless they get more aggressive, analysts have said. Accenture ended the last financial year with \$7 billion in revenue from its digital business — which includes interactive, analytics and mobility. To put that into perspective, Wipro had \$7.1 billion in overall revenue in its financial year ended March. TCS has said it had close to \$2 billion in digital revenue in the last financial year. Accenture's digital workforce has now expanded to 36,000, CEO Pierre Nanterme told investors. Nanterme also batted aside questions about competition in its digital business. "I would say that in our digital and operations business, we are the market makers. I spend a lot of my time looking at the competition, but there I would say we make the market. Our competition in digital is very fragmented and isn't doing what we are doing," Nanterme told investors. Analysts have been pointing out that Indian IT firms could be left behind by Accenture's aggressive moves in the space.

"Tuck-in acquisitions are likely needed to fill critical gaps in the digital value chain. There has to be a greater degree of co-operation and flexibility in working with heterogeneous partners in the ecosystem. Indian IT is tech savvy, but much less partnership savvy," Viju George, analyst with JPMorgan, reportedly said in a July note on the digital opportunity for India firms. He added that Accenture was aggressively cementing its partnership with players of varying size across the digital ecosystem and in its merger strategy.

